

Appendix 4

Paragraph 250(b-d): Compliance Tables

SIX-MONTH REPORT OF THE TECHNICAL COMPLIANCE ADVISOR JUNE 9, 2017 – MARCH 31, 2018

***Office of the Technical Compliance Advisor to the
Agreement for the Sustainable Reform of the
Puerto Rico Police Department***

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TCA Reports under the Agreement

Paragraph 250 of the Agreement:

“During the first four years, from the Appointment Date, the TCA shall file with the Court, written public reports every six months that shall include:

- a) a description of the work conducted by the TCA;
- b) a listing of each detailed step in the Action Plans and its timeframe indicating whether the timeframe has been met, and whether the Commonwealth of Puerto Rico is making satisfactory progress toward implementation of the Agreement by rating PRPD in full, partial, or non-compliance steps in the Action Plan;
- c) the methodology and specific findings for each review conducted, where appropriate, and redacted as necessary for privacy concerns. An un-redacted version shall be filed under seal with the Court and provided to the Parties. The underlying data for each audit or review shall not be publicly available, but shall be retained by the TCA and provided to either or both Parties upon request;
- d) for any detailed steps that were reviewed and found not to have been fully implemented in practice, the TCA’s recommendations regarding necessary steps to achieve compliance; and
- e) a projection of the work to be completed during the upcoming reporting period and any anticipated challenges or concerns related to implementation of the Agreement.”

Methodological notes for the reader:¹

In accordance with Paragraphs 240 and 250, the TCA must file with the Court, every six months, written, public reports during the first four years from the Appointment Date [June 6, 2014]. The purpose of these reports is for the TCA to determine whether PRPB is “making satisfactory progress toward implementation of the Agreement” (Paragraph 250) and “evaluate PRPB’s compliance with this Agreement by assessing PRPB’s progress against its Action Plans.” (Paragraph 240) To determine compliance, among other things, the TCA must perform two distinct tasks:

“The TCA shall assess whether PRPB has met the timeline for each detailed step specified in the Action Plans, and whether PRPB is in full, partial, or noncompliance with the detailed steps.” (Paragraph 240)²

Generally, the report must describe the work conducted by the TCA during the period covered by the report and outline which requirements from the Agreement and Action Plans have been incorporated into policy, trained for, and carried out in actual practice. This is the TCA’s seventh report in satisfaction of his ongoing obligation to review, assess, and report.

¹ Here we follow closely the structure of the reports of the Cleveland Police Monitoring Team and the Seattle Police Monitoring Team. There are other reports from other jurisdictions that have also framed the content and format of this Report.

² Paragraph 240. See 250 (b).

In the first two years since the TCA's appointment date, my team and I avoided the use of tables, report cards, ratings, and similar devices to measure compliance. It was the opinion of the team and their lengthy professional experience that the over-simplification of measuring progress or compliance through a table sidetracked the discussion about the substance of the PRPB's compliance. The tables limited the TCA from his ability to openly discuss the work that the PRPB engaged in to achieve compliance.

However, the TCA and his team agree with the position of the USDOJ that, almost five years into the Agreement and approximately four years into the capacity building period, it is useful to present a paragraph-by-paragraph accounting of the state of the PRPB's compliance with the specific requirements of the Agreement and the steps of the Action Plans. Although the risk over-simplification persists, the Team and I conclude that this approach of measuring compliance through tables is beneficial to the Parties and the Court.

Consequently, each of the following sections of this appendix displays with a table – activity by activity, step by step – the state of the PRPB's compliance with the requirements of the Action Plans.

The Report use the following rating structure and color code:

Non-Compliance. The PRPB has not yet complied with the relevant provision of the Action Plan. This includes instances in which the PRPB's work or efforts have begun but

cannot yet be certified by the TCA Team as compliant with a material component of the Action Plan requirement.

Partial Compliance. The PRPB has made sufficient initial strides or sufficient partial progress toward compliance toward a material number of key components of the step of the Action Plan – but has not achieved real, effective operational compliance. This includes instances where policies, processes, protocols, trainings, systems, or the like exist on paper but do not exist or function in day to-day practice. It may capture a wide range of compliance states or performance, from the PRPB having taken only very limited steps toward operational compliance to being nearly in full compliance. It also includes situations where the PRPB has made notable progress to technically comply with the requirement and/or policy, process, procedure, protocol, training, system, or other mechanism of the Action Plan such that it is in existence or practice operationally – but has not yet demonstrated, or not yet been able to demonstrate, meaningful adherence to or effective implementation, including across time, cases, and/or incidents.

Full Compliance. The PRPB has complied fully with the requirement and the requirement has been demonstrated to be meaningfully adhered to and/or effectively implemented across time, cases, and/or incidents. This includes instances where it can be shown that the PRPB has effectively complied with a requirement fully and systemically.

Evaluation Deferred. This category reflects those limited instances where work in a given area has been intentionally and affirmatively deferred in order to work on other, necessary

prerequisites. In these areas, the PRPB could have made more progress in a given area but, for project management, budgetary, or operational reasons, have appropriately focused attention on other areas.

In considering this classification scheme, readers of this report should keep some important things in mind. First, a designation of “Partial Compliance” does not necessarily or in itself mean that the lack of progress is something that the TCA finds problematic under the circumstances. In some instances, it does. But, there are many instances where partial compliance includes situations where the PRPB has made notable progress to technically comply with the requirement of the Action Plan such that it is in existence or practice operationally – but has not yet demonstrated, or not yet been able to demonstrate, meaningful adherence to or effective implementation, including across time, cases, and/or incidents.

Second, the Monitoring Team’s conception of “partial compliance” requires more than the PRPB simply taking some limited or initial steps toward adhering to a specific step of an Action Plan or an Agreement requirement. That is, a “partial compliance” determination is not used simply because some small amount of work has been conducted. Instead, “non-compliance” becomes “partial compliance” when the PRPB has made sufficient, material progress toward compliance – suggesting that the PRPB has graduated from the stages of initial work to more well-developed and advanced refinement or various reforms.

Third, the compliance that this report discusses is with respect to compliance with the various, specific provisions of the Action Plans – and not with respect to the “Full and Effective Compliance” with the whole of the Agreement which is defined in Paragraphs 10 (bb), 294 and 301.³ Such “Full and Effective Compliance” will be reached when the PRPB has reached “sustained compliance with all requirements of this Agreement, or sustained and continuing improvement in constitutional policing, as demonstrated pursuant to the Agreement’s outcome measure.”

During this period of capacity building, the PRPB still has a substantial distance to travel to either comply with all of the Action Plans’ steps and Agreement’s requirements and/or to demonstrate “sustained and continuing improvement” across outcome measures. There is no way for the PRPB to meet the preponderance of the evidence standard to reach Full and Effective compliance with the Agreement until we enter the phase of compliance.

Next, the various charts that begin sections of this report involve intentionally condensed summaries of the requirements in each paragraph. For the sake of space and clarity, we do not reprint the entire Action Plans and/or Agreement in the document. Any imprecision detected by these condensed or summarized requirements is unintended and, in any event, can be cured with reference to the original Agreement and Action Plans language

³ Paragraph 11, bb, defines Full and Effective Compliance. “Full and Effective Compliance means sustained compliance with all substantive provisions of this Agreement and sustained and continuing improvement in PRPD policing. The substantive provisions of this Agreement are all provisions contained in Sections III through XIII.”

themselves. This is the reason why we have added the Paragraphs and activities in the tables.

Further, the TCA Team bases its assessments on its current understandings, knowledge, and information gained through ongoing field work document reviewing, data gathering, and discussing with PRPB, the Parties, and other stakeholders. During this capacity building phase, the assessments are often less formal to the extent that not all of them are necessarily informed by the type of exhaustive quantitative compliance and outcome measurements that are a critical component of the Agreement under Paragraphs 242 and 243. In this sense, it is important to understand that the summary determinations here do not take the place of these more structured, systemic analyses. Ongoing, rigorous quantitative assessments will provide a more comprehensive picture during the compliance phase as work under the Agreement proceeds. However, this task is just impossible at present given the data gathering limitations of the PRPB.

The terms adopted here – including Non-Compliance, Partial, and Full Compliance – are terms that appear in the Agreement. Categorizing the state of compliance with the steps of the Action Plans and the Agreement requirements by using these terms is a method that the TCA has internalized to explain and discuss the substantive work and progress that the PRPB has made in a systematic, straightforward way. This is not unique. The rating approach is similar to the methodological approach used by police monitors in Cleveland, Albuquerque, Cincinnati, Detroit, East Haven, Los Angeles, New Orleans, and others, as well as consent decrees in non-police contexts.

In the next report, the Report will also include additional differentiation between six crucial categories of compliance: policy compliance, staffing compliance, resource compliance, training compliance, documentation compliance, and outcome compliance. For example, policy compliance means (a) that there are sufficient written policies and procedures in place so that, if they were implemented, compliance would be achieved; and (b) that there are no policies and procedures in place that are inconsistent with the requirement.

There are two other minor comments. Compliance with a policy deadline is determined by the date the PRPB submitted the policy for review, not the date the policy was approved. Unless otherwise noted, the training statistics are based on PRPB self-reported data on the percentage of members of the PRPB trained and certified out of the total members of the PRPB

Compliance Tables for Professionalization

Action Plan

Section III. Professionalization

Requirements: 12 to 21

I. Policy and Procedure Development Objectives:

Activity III.I.1.1

III.I.1.1	Collaborate in the review of the Puerto Rico Police Department Personnel Regulation (No. 4216) to tailor it to the requirements of the Agreement for the Sustainable Reform of the Puerto Rico Police Department in relation to the following matters: promotions, transfers, and responsibilities and duties by rank. This policy is part of the Policies and Procedures Compliance Area Action Plan.
Due Date	November 2017
TCA Assessment	See Policies and Procedures Compliance Area Action Plan.
Recommendations	
TCA Rating	See Policies and Procedures Compliance Area Action Plan.

Activity III.I.1.2

III.I.1.2	<p>Review General Order, Chapter 600, Section 617, entitled “Code of Ethics of the Members of the Puerto Rico Police Department”</p> <p>Paragraphs 12,87, 109,113 and 205</p>
Due Date	April 2015
TCA Assessment	<p>The PRPB met the formal requirement to draft the policy.</p> <p>The PRPD reported that the Superintendent signed the “Code of Ethics for PRPD Members on April 23, 2015 as part of the activities related to police ethics.</p> <p>Training is ongoing.</p>
Recommendations	The TCA will continue annual reviews in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met.</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan</p>

Activity III.I.1.3

III.I.1.3	Review General Order No. 2010-12, entitled “Rules and Procedures for Transfer Transactions of Rank System Personnel” to tailor it to the requirements of the Agreement for the Sustainable Reform. Paragraphs 13, 14, 16 though 20, 113,136, and137
Due Date	May 2016
TCA Assessment	The PRPB met the formal requirement to draft the policy. On May 15, 2017, the Police Commisioner signed this policy. The TCA is concerned about transfer transactions in practice. See Section III of the TCA Sixth Report.
Recommendations	The TCA will continue annual reviews in accordance with Agreement requirements. These reviews include the findings of the TCA assessment of 2017.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity III.I.1.4

III.I.1.4	Review the Interagency Collaborative Agreement between the PRPB and the PR Office of Government Ethics signed on March 16, 2015, for the purpose of joining efforts through SAEA and promoting an exchange of training opportunities. Paragraphs 12, 21, 113, and 143
Due Date	July 2016
TCA Assessment	The PRPB met the formal requirement to draft the policy.
Recommendations	The TCA will continue annual reviews in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity III.I.1.5

III.I.1.5	<p>Repeal Regulation No. 6644, entitled “Regulation for Promotions Based on Merit and/or Heroism up to Rank of Captain,” and the “Regulation for the Administration of Promotion Exams” to develop a new regulation establishing that written exams will be administered up to the rank of Captain</p> <p>Paragraphs 14, 16, 17 20,21, 84,113, 136, and 137</p>
Due Date	December 2016
TCA Assessment	<p>The TCA is concerned about the way in which the PRPB handled 2015 and 2016 promotions. TCA is also concerned about the impact of Act 20 and the derogation of Act 53.</p> <p>PRPD submitted policy on time, but Act 20 changed the dynamics. They submitted a new revision.</p> <p>PRPB is likely to ask for an extension. New policy should be signed by June 30, 2018 (although they may ask for a six-month extension since March 2018).</p>
Recommendations	Continue annual review in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met.</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan</p>

Activity III.I.1.6

III.I.1.6	<p>Develop General Order establishing the descriptions, functions, duties, responsibilities, and minimum requirements of each position included in the PRPB Rank System.</p> <p>Paragraphs 15,113, and135</p>
Due Date	September 2016
TCA Assessment	<p>The TCA is concerned about the way in which the PRPB handled 2015 and 2016 promotions.</p> <p>TCA is also concerned about the impact of Act 20 and the derogation of Act 53. PRPB did not submit annual review.</p> <p>PRPB is likely to ask extension. New policy should be ready by June 30, 2018, although the PRPB may ask for a six-month extension since March 2018.</p>
Recommendations	Continue annual review in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met.</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan</p>

II. Training Development Objectives:**Activity III.II.1.1**

III.II.1.1	<p>Through the Auxiliary Superintendency for Education and Training (SAEA, Spanish acronym), the PRPB will create a multitopic Training Program to develop employees' ethical and professional judgment and values with the collaboration of the Office of Government Ethics (OGE), as stipulated in the Collaborative Agreement between the two agencies. These training courses will be part of continuing education and will be certified as contact hours by the OGE.</p> <p>The Program will include, but not be limited to the following topics: (Table 6)</p> <ul style="list-style-type: none"> 1.1.1 General Order 617: MPRPB Code of Ethics 1.1.2 police ethics and integrity 1.1.3 ethical leadership 1.1.4 ethical attitudes in the workplace 1.1.5 ethical principles in management and supervision (this training course is contemplated in the Supervision and Management Compliance Area Action Plan) 1.1.6 managing emotions for ethical coexistence 1.1.7 community policing principles (this training course is contemplated in the Community Interaction and Public Information Compliance Area Action Plan) 1.1.8 techniques to guide and manage MPRPBs in an effective manner and promote effective and ethical police practices (effective supervision) (this training is contemplated in the Supervision and Management Compliance Area Acton Plan), and 1.1.9 Federal and commonwealth non-discrimination laws and PRPB policy (this training is contemplated in the Equal Protection and Non-Discrimination Compliance Area Action Plan).
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	Paragraphs 12, 21, and 143
Due Date	May 2016
TCA Assessment	<p>In past reporting periods, the TCA reviewed these training materials. The TCA approved the training designs (syllabus) of the topics that will be object of the Multitopic Training Program.</p> <p>These trainings were scheduled to begin in February 2017 to June 2017. However, the PRPB was delayed in the development phase of the materials needed for these training.</p> <p>The TCA highlights that the PRPB has been offering the training of the General Order 617: MPRPB Code of Ethics (1.1.1). This policy was developed in compliance with the Agreement. However, other training materials must be added.</p> <p>The PRPB statistics show 93% compliance in Code of Ethics training. (Note to the reader: In this Report, unless otherwise noted, the training statistics are based on PRPB self-reported data on the percentage of members of the PRPB trained and certified out of the total members of the PRPB)</p>
Recommendations	Continue review of training materials in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was met for 1.1.1 (GO 617 training materials). Timeframe has not been met for 1.1.2 through 1.1.9</p> <p>The Commonwealth of Puerto Rico is in full compliance with 1.1.1. The Commonwealth of Puerto Rico is in non-compliance with 1.1.2 through 1.1.9</p>

Activity III.II.2.1

III.II.2.1	<p>PRPB, through the Auxiliary Superintendency for Education and Training (SAEA, Spanish acronym), will create a Training Program for all members of the Promotion Exams Board to guarantee that promotions in the PRPB are in accordance with equal employment opportunity principles and non-discrimination laws and comply with the three (3) areas of educational activities—cognitive, affective, and psychomotor—necessary to perform successfully the management and supervisory tasks related to the requirements of the rank that the candidates aspires to obtain.</p> <p>The Program will include, but not be limited to, the following topics: (Table 7)</p> <p>2.1.1 Agreement for the Sustainable Reform of the Puerto Rico Police Department</p> <p>2.1.2 designing exams to measure cognitive activities</p> <p>2.1.3 drafting questions that will measure knowledge, comprehension, application, and analysis, and</p> <p>2.1.4 designing and preparing question banks for each topic that will be examined.</p> <p>Paragraphs 12, 21, and 143</p>
Due Date	Activity was carried out in June 2016. The next dates will be set once the Superintendent constitutes the Exams Board.
TCA Assessment	The PRPB met the formal requirement of developing the training program.

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Recommendations	Continue review of training materials in accordance with Agreement requirements. The TCA would like to train members of the Board on the requirements of the Agreement (2.1.1)
TCA Rating	Timeframe was met . The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity III.II.3.1

III.II.3.1	With the purpose of professionalizing the personnel who perform supervisory and management tasks, training courses will be developed to provide them with the resources needed to carry out effective and direct supervision in accordance with the Constitution and laws of the U.S. and the Commonwealth of Puerto Rico, and generally accepted police practices. These training courses are contemplated in the Supervision and Management Compliance Area Action Plan.
Due Date	n/a
TCA Assessment	This policy is part of the Supervision and Management Compliance Area Action Plan.
Recommendations	
TCA Rating	This policy is part of the Supervision and Management Compliance Area Action Plan.

III. Training Implementation Objectives:

Activity III.III.1.1

III.III.1.1	<p>With the purpose of promoting the development of ethical judgment and their professional development, the PRPB will implement training courses for all of its employees. In relation to MPRPBs, the training courses will be focused on police ethics and integrity pursuant to generally accepted police practices and applicable laws.</p> <p>Paragraphs 12 and 21</p>
Due Date	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train fifty percent (50%) of PRPB personnel through its certified instructors, with the collaboration of personnel from Ethical Judgment Development Center (CDPE, Spanish acronym) at the Office of Government Ethics to develop ethical and professional standards and values. The remaining fifty percent (50%) of the PRPB personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the announcement issued by the SAEA and the training plan provided by each police area and auxiliary superintendency once approved by SAEA. (Table 8)</p>

	Training courses will be implemented as indicated in Appendix C – Training Implementation Process.
TCA Assessment	<p>Except for the training on General Order 617: MPRPB Code of Ethics (1.1.1), trainings were scheduled to begin between February 2017 to June 2017. However, the PRPB continues in the development phase of the materials needed for these training.</p> <p>GO 617 training is underway. The PRPB statistics show 93% compliance in Code of Ethics training.</p>
Recommendations	PRPB must complete all remaining ethical trainings
TCA Rating	<p>Timeframe was met for 1.1.1 (GO 617 training materials). Timeframe for 1.1.2 through 1.1.9 has not been met.</p> <p>Having met the 50% requirement on or before October 2016, the Commonwealth of Puerto Rico is in full compliance with G.O 617 training. With 93% current compliance, the Commonwealth of Puerto Rico is well underway to achieve full compliance by March 2018.</p> <p>The Commonwealth of Puerto Rico is in non-compliance with 1.1.2 through 1.1.9 during this reporting period.</p>

Activity III.III.1.2

III.III.1.2	<p>1.2 The PRPB will begin by training MPRPBs who are first responders and provide direct service to communities:</p> <p>1.2.1 personnel assigned to Zones of Excellence (SAOC)</p> <p>1.2.2 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC)</p> <p>1.2.3 districts, precincts, and posts (SAOC).</p> <p>Paragraphs 14, 16, 17, 19, and 20</p>
Due Date	Training courses will be implemented as indicated in Appendix C – Training Implementation Process.
TCA Assessment	<p>Except for the training on General Order 617: MPRPB Code of Ethics (1.1.1), trainings were scheduled to begin between February 2017 to June 2017. However, the PRPB continues in the development phase of the materials needed for these training.</p> <p>GO 617 training is underway. The PRPB statistics show 93% compliance in Code of Ethics training.</p>
Recommendations	PRPB must complete all remaining ethical trainings
TCA Rating	Timeframe was met for 1.1.1 (GO 617 training materials). Timeframe for 1.1.2 through 1.1.9 has not been meet .

	<p>For SAOC and SAIC, having met the 50% requirement on or before October 2016, the Commonwealth of Puerto Rico is in full compliance with G.O 617 training. With above 90% current compliance, respectively, both SAOC and SAIC units are well underway to achieve full compliance by March 2018.</p> <p>The Commonwealth of Puerto Rico is in non-compliance with 1.1.2 through 1.1.9 during this reporting period.</p>
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Activity III.III.1.3

III.III.1.3	<p>The PRPB will continue training by giving priority to the MPRPBs who belong to the following Divisions and Units:</p> <ul style="list-style-type: none"> 1.3.1 Division of Tactical Operations (DTO) (SAOC) 1.3.2 Division of Special Weapons and Tactics (SWAT) (SAOC) 1.3.3 Bureau of Highway Patrols (SAOC) 1.3.4 Bureau of Vehicle Theft Investigations (SAIC) 1.3.5 Arrests and Extraditions Division (SAIC) 1.3.6 Force Investigation Unit (FIU) (SARP) 1.3.7 Members of Joint Task Forces (SAIC) 1.3.8 K-9 Division (SAIC) 1.3.9 remaining personnel of the Auxiliary Superintendency for Field Operations 1.3.10 remaining personnel of the Auxiliary Superintendency for Criminal Investigations 1.3.11 Auxiliary Superintendency for Professional Responsibility 1.3.12 Auxiliary Superintendency for the La Fortaleza Police, and 1.3.13 Auxiliary Superintendency for Managerial Services <p>Paragraphs 12 and 21</p>
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Due Date	Training courses will be implemented as indicated in Appendix C – Training Implementation Process.
TCA Assessment	<p>Except for the training on General Order 617: MPRPB Code of Ethics (1.1.1), trainings were scheduled to begin between February 2017 to June 2017. However, the PRPB continues in the development phase of the materials needed for these training.</p> <p>GO 617 training is underway. The PRPB statistics show 93% compliance in Code of Ethics training.</p>
Recommendations	PRPB must complete all remaining ethical trainings
TCA Rating	<p>Timeframe was met for 1.1.1 (GO 617 training materials). Timeframe for 1.1.2 through 1.1.9 has not been met.</p> <p>Having met the 50% requirement on or before October 2016, the Commonwealth of Puerto Rico is in full compliance with G.O 617 training. With 93% current compliance, the Commonwealth of Puerto Rico is well underway to achieve full compliance by March 2018.</p> <p>The Commonwealth of Puerto Rico is in non-compliance with 1.1.2 through 1.1.9 during this reporting period.</p>

Activity III.III.2.1

III.III.2.1	Through the Auxiliary Superintendency for Education and Training (SAEA), the PRPB will create a Training Program for all members of the Promotion Exams Board to guarantee that promotions in the PRPB are in accordance with equal employment opportunity principles and non-discrimination laws. (Table 9) Paragraphs 14, 16, 17, 19, and 20
Due Date	The first Exams Board established after the Agreement was trained in March 2015. The next dates will be 60-90 days after the Superintendent constitutes a new Promotion Exams Board.
TCA Assessment	The training was adequate to the Task.
Recommendations	n/a
TCA Rating	Timeframe was met . The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan.

IV. Implementation Objectives:**Activity III.IV.1.1**

III.IV.1.1	<p>The PRPB will establish a working group constituted by a representative from the auxiliary superintendency and from each auxiliary superintendent. The leader of the working group will be the Auxiliary Superintendent for Managerial Services, who will be responsible for developing a work plan that will define the responsibilities of each member of the working group and allow for conducting a personnel and resources allocation study that will result in an effective assignment of the personnel. The purpose of the study is to consider the appropriate number of personnel in the rank and classified systems to fulfill the operational and administrative work necessary to fight crime. The results of the study will help to appropriately distribute all PRPB personnel and to group tasks, which will redound in: reducing costs, hiring and promotion processes, redirecting work and appropriately deploying personnel in work units based on service demands, availability, and the feasibility of the community policing philosophy. (Table 10)</p> <p>Paragraphs 13, 80, 87, 135, 136, and 137</p>
Due Date	December 2016
TCA Assessment	The PRPB noted in the Plan that they had sufficient internal human resources and no obstacles were anticipated. However, there was no commitment from PRPB leadership to get this activity done in a timely fashion.

	<p>The Working Group was constituted last semester, prior to the compliance date established by the Action Plan.</p> <p>The Work Plan of the Working Group team was sent for review December 2017; and, reviewed and discussed by the TCA in January 2017.</p> <p>The Working Group drafted the Request for Proposal (RFP) necessary for the hiring of the consultant that will carry out the study required in paragraph 13 of the Agreement.</p> <p>The contract for the consultant that will carry out the study was executed in April. The selected consultant began to work on the study in May 2017.</p> <p>In the last revision of the Professionalization Action Plan, the compliance date for the delivery of the study was changed to December 2017.</p> <p>The TCA understands that the delays in the fulfillment of Paragraph 13 had a negative impact in the decision making in the PRPB. The completion of the study is essential for the PRPB to improve its level of compliance with all areas covered by the Agreement.</p>
Recommendations	See Section III of the TCA Sixth Report
TCA Rating	<p>Timeframe was met.</p> <p>The Commonwealth of Puerto Rico is in full compliance with the step of the Action Plan.</p>

Activity III.IV.1.2

III.IV.1.2	Conduct a study of PRPB human resources, taking into consideration their status and the operational and administrative work performed by employees in order to identify existing needs and subsequently in decision-making. (Table 11) Paragraphs 13, 80, 87, 135, 136, and 137
Due Date	April 2018 [original December 2017]
TCA Assessment	See Message from the TCA and TCA Sixth Report.
Recommendations	See Message from the TCA and TCA Sixth Report.
TCA Rating	Original timeframe was not met . There is a new deadline. From the perspective of the TCA, the Commonwealth has been non-compliant for most of the reporting period. The progress made in the first three months of 2018 suggest that the Commonwealth will be in full compliance soon. At present, the Commonwealth of Puerto Rico is in partial compliance with the step of the Action Plan.

Activity III.IV.1.3

III.IV.1.3	The superintendent will make decisions regarding the reassignment of human resources, the opening of new announcements for promotions, and/or recruitment of personnel that are consistent with the community policing principles of equality and non-discrimination and in accordance with generally accepted police practices based on service needs so that the PRPB can fulfill its mission. <u>This plan</u> will be based on the study that will be conducted. (Table 12) Paragraphs 13, 80, 87, 135, 136, and 137
Due Date	December 2018 [Original: December 2017]
TCA Assessment	See Message from the TCA and TCA Sixth Report.
Recommendations	See Message from the TCA and TCA Sixth Report.
TCA Rating	Original timeframe was not met . There is a new deadline. Evaluation deferred : Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with IV.1.2 through IV.1.3 cannot be assessed during this reporting period. However, the Commonwealth was in non-compliance during this reporting period.

Activity III.IV.2.1

III.IV.2.1	<p>The superintendent will appoint the members of the Promotion Exams Board to carry out the procedures related to promotion exams established by regulation. The PRPB will develop the promotion exams in consultation with the TCA based on generally accepted police practices and the applicable federal and state law.</p> <p>Select and appoint the members of the Promotion Exams Board. (Table 13)</p>
Due Date	6-12 months prior to the date of the Promotion Exams Announcement once determined by the superintendent, after considering the needs and allocation of fiscal resources for said purpose. The Promotion Exams Board is constituted by the superintendent while there are promotion exams scheduled; once the exams are administered, the Board will be dissolved.
TCA Assessment	For additional information on promotions, see TCA Sixth Report
Recommendations	For the recommendations of the TCA regarding promotions, see TCA Sixth Report
TCA Rating	<p>Timeframe was met.</p> <p>The Commonwealth of Puerto Rico is in full compliance.</p>

Activity III.IV.2.2

III.IV.2.2	The SAEA will offer consultation for the development and administration of promotion exams to ensure that they are tailored to generally accepted learning performance measurement standards. It will also evaluate performance-related qualifications in accordance with the needs of the rank, as established in the Agreement for the Sustainable Reform of the PRPB and in applicable policies and procedures. (Table 14)
Due Date	The first Exams Board constituted after the Agreement was trained in March 2015 . The next dates will be 60-90 days after the superintendent constitutes a new Promotion Exams Board.
TCA Assessment	For additional information on promotions, see TCA Sixth Report
Recommendations	For the recommendations of the TCA regarding promotions, see TCA Sixth Report
TCA Rating	Timeframe was met . The Commonwealth of Puerto Rico is in full compliance .

Activity III.IV.2.3

III.IV.2.3	The Promotion Exams Board will develop the tests for the candidates to promotion and it will also organize and carry out all activities related to the administration and scoring of said tests. (Table 15)
Due Date	Session I: Sergeant: August 29, 2015 Session II: Captain and Lieutenant I: October 24, 2015 Session III: Lieutenant II: December 5, 2015 The date of the Promotion Exams Announcement will depend on the needs identified and the fiscal resources allocated for said purpose. Exams will be completed on the date determined by the Promotion Exams Board.
TCA Assessment	For additional information on promotions, see TCA Sixth Report
Recommendations	For the recommendations of the TCA regarding promotions, see TCA Sixth Report
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in full compliance.

V. Self-Assessment Objectives:

Activity III.V.1.1

III.IV.1.1	<p>1.1 The PRPB, through the Office of Reform, will use various data collection strategies and will conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, and training courses it provides, starting with Zones of Excellence and gradually continuing through all thirteen (13) police areas and offices of auxiliary superintendents, such as:</p> <p>1.1.1 Use the training plan and the training announcement issued by the SAEA for each of the courses to identify their start date, the time police areas and the corresponding auxiliary superintendencies have to complete the training, and the work units that will be given training priority. The training plans for each of the thirteen (13) police areas and Auxiliary Superintendencies, as approved by the SAEA, will also be considered to check the specific dates during which each training course identified in this Action Plan will be provided. The Office of Reform will verify that MPRPBs are participating in scheduled training</p>
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	<p>courses by using the above-mentioned sources and the attendance records for each course.</p> <p>1.1.2 Making random visits to each of the thirteen (13) police areas and auxiliary superintendencies using the training plan approved by the SAEA for each of the training courses developed for this Compliance Area in order to guarantee that PRPB personnel are being trained in accordance with the syllabi, instructor handbooks, presentation, and approved assessment methodology.</p> <p>1.2 The PRPB, through the Office of Reform, will use various data collection strategies and conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, training courses it provides, such as:</p> <p>1.2.1 On an annual basis, compiling a random sample of data from the Human Resources System and comparing it to the data obtained from the reports of the auxiliary superintendencies to ensure that the System is maintained up-to-date with transfers and new assignment of duties.</p> <p>1.2.2 Monitoring the distribution of personnel as they were reassigned by visiting the various work units.</p> <p>1.2.3 Compiling information about personnel who are about to retire or resign to determine vacancy needs.</p>
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	1.3 On a biannual basis, compiling a random sample of the work MPRPBs are carrying out to make sure they are performing the duties corresponding to their ranks. (Table 16)
Due Date	Ongoing, Not applicable
TCA Assessment	The PRPB Report adequately documents PRPB's self-assessment process. PRPB must review more closely the reliability of data to be used in the paragraph 13 study. It should also more closely monitor data from the evaluation of 2015 and 2016 promotions.
Recommendations	n/a
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance .

VI. Budget:

TCA Assessment: The Commonwealth of Puerto Rico is in **non-compliance** with this step of the Action Plan for the reasons described in the message of the TCA. It applies to all other budget steps.

VII. Revision of the Action Plan:

TCA Assessment: no applicable

Compliance Tables for Use of Force

Section IV. Use of Force: Internal Controls and Accountability

I. Policy and Procedure Development Objectives:

Activity IV.I.1.1

IV.I.1.1	Review General Order, Chapter 600, Section 603, entitled "Use and Handling of Impact Weapons." (Table 1) Paragraphs 22,23, 24(G), and 53
Due Date	February 2015
TCA Assessment	General order Chapter 600, Section 603 Use and Management of Impact Weapons was approved by the Superintendent on January 31, 2015. To date, 96% of members of the PRPB have been trained based on PRPB's self-reported data. The statement members of the PRPB does refer to the entire PRPB irrespective of rank or division. It is applicable to all sections where the TCA assesses training compliance. The source of the information is the PRPB Police Academy. The information is derived solely from the PRPB; however, the Core Team members during their site visits to Area Commands verify their training numbers.
Recommendations	The TCA will continue the bi-annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.2

1.2	Review General Order, Chapter 600, Section 604, entitled "Use and Handling of Chemical Agents." (Table 2) Paragraphs 22,23, 24(E), 25, and 53
Due Date	January 2015
TCA Assessment	General Order Chapter 600, Section 604 Use and management of Chemical Agents was approved by the Superintendent on March 27, 2015. To date, 90% of members of the PRPB have been trained
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.3

IV.I.1.3	<p>Develop General Order to establish the Force Review Boards. (This policy became General Order, Chapter 500, Section 502, entitled “Creation of Force Review Boards of the Puerto Rico Police Department”). (Table 3)</p> <p>Paragraphs 22, 46 through 47, 53</p>
Due Date	July 2015
TCA Assessment	<p>General Order Chapter 500, Section 502 creating review Boards to Evaluate Incidents of Use of Force by PRPB Members was approved by Superintendent on July 16, 2015.</p> <p>To date, all board members have been trained by the PRPB Academy, including non-voting legal advisors.</p> <p>The reference to all board members is a reference to second lieutenants and above ranks of the PRPB assigned to Area Command Force Review Boards (FRB). They are required not only to be trained on the policy establishing the Board, but also on the use of force related policies.</p>
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan</p>

Activity IV.I.1.4

IV.I. 1.4	Review General Order 2004-3 entitled “Rules and Procedures for the Use, Carrying, Maintenance, Changing, Seizure, Reassignment, and Disposal of Police Service Weapons” to turn it into the General Order entitled “Use and Handling of Service Weapons.” (This policy was partially repealed by General Order, Chapter 600, Section 618, entitled “Use and Handling of Service Weapons.” The section on rearming remains in effect.) (Table 4) Paragraphs 22,23, 24(B), 26, and 53
Due Date	July 2015
TCA Assessment	General Order Chapter 600 Section 617 Use and management of Regulation Firearm was signed by Superintendent on June 1, 2015. This policy involves Bureau-issued firearms. Much of the policy addresses administrative requirements. Members of the Bureau are required to qualify in “daylight shooting” and “night shooting”. These trainings, which are held different times of the year at the PRPB’s Firearms Range have a classroom component as well. Members of the Bureau are required to complete the training yearly.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.5

IV.I.1.5	Review General Order, Chapter 600, Section 602, entitled “Use and Handling of Electronic Control Weapon.” (Table 5) Paragraphs 22,23, 24(D), and 53
Due Date	December 2014
TCA Assessment	<p>General Order Chapter 600, Section 602, Use and Management of Electronic Control Device was approved by the Superintendent on April 10, 2015.</p> <p>Training and retraining commenced on November 30, 2015.</p> <p>To date, 94% of members of the Bureau have been trained on the policy.</p> <p>Various personnel throughout the Bureau have been trained and issued electronic control devices (taser). Not all personnel have been issued the device, partly due to the fact that PRPB is purchasing them in blocks. The devices have been distributed throughout the various commands and units within the PRPB.</p>
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan</p>

Activity IV.I.1.6

IV.I.1.6	Review General Order, Chapter 600, Section 601, entitled “Rules for the Use of Force by MPRPBs” to incorporate the recommendations of the TCA and USDOJ. (Table 6) Paragraphs 22,23, 24, and 53
Due Date	April 2015
TCA Assessment	PRPB prepared General Order Chapter 600, Section 601, Use of Force. The policy was approved and signed by the Superintendent. To date, 92% of members of the Bureau have been trained on the policy This policy was approved at the same time as G.O. 600-605 Report and Investigating Use of Force Incidents (June 1, 2015). The policy was last revised on February 28, 2018.
Recommendations	The TCA will continue the bi-annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.7

IV.I.1.7	Review General Order, Chapter 600, Section 605, "Report and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department" to incorporate the recommendations of the TCA and USDOJ. The PRPB established in this Policy the disclosure of information to the members of the families of the civilians involved in an incident where there was use of force. (Table 7) Paragraphs 22,23, 24, 36 through 39, and 53
Due Date	April 2015
TCA Assessment	General Order Chapter 600, Section 605, Reporting and Investigating Use of Force Incidents by PRPB Members was approved by the Superintendent on June 1, 2015. To date, 92% of members of the Bureau have been trained on the policy
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.8

IV.I.1.8	Develop General Order to Create Force Investigation Unit (FIU). (This policy became General Order, Chapter 100, Section 113, entitled "Force Investigation Unit (FIU).") (Table 8) Paragraphs 22, 48 through 53
Due Date	June 2015
TCA Assessment	PRPB drafted General Order Chapter 100, Section 113, creation of Force Investigating Unit (FIU). The members of FIU have been selected. To date, 100% of FIU personnel have been trained on use of force policies (GO Chapter 600, Sections 601 & 605). 100% have been trained in force related policies.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity IV.I.1.9

IV.I.1.9	<p>Review General Order 73-4 entitled “Rules and Procedures for the Tactical Operations Unit.” The Order will include the requirements for eligibility and permanence in specialized units, as well as the recruitment and selection processes that must be followed. It will also include the requirement of documenting activities related to mobilizations and/or activations, as well as the reporting requirement after they are carried out. (This General Order was repealed by General Order, Chapter 100, Section 112, entitled “Reorganization of Tactical Operations Units.”) (Table 9)</p> <p>Paragraphs 22,23, 27 through 31, and 53</p>
Due Date	July 2015
TCA Assessment	<p>General Order Chapter 100, Section 112, Reorganization of the Tactical Operations Division (DOT) was approved by the Superintendent on January 2016.</p> <p>The PRPB had difficulty with the policy itself, relating to the requirement to qualify for DOT. This caused all related policies to be delayed. Many of the existing personnel who were assigned to DOT could not pass the physical portion of the exam as outlined in the policy.</p>

	On August 31, 2017, the then Commissioner signed this policy of the Tactical Operations Division (DOT for its acronym in Spanish). This is the first revision of this policy, which in its previous version was tempered for the first time to the Agreement, at the same time the General Order 73-4, titled, "Rules and Procedures for the Tactical Operations Unit" was repealed.
Recommendations	The TCA will continue bi-annual review process in accordance with Agreement requirements
TCA Rating	<p>The PRPB missed the initial deadline and the policy was delayed. However, the timeframe is now met.</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan</p>

Activity IV.I.1.10

IV.I.1.1.10	<p>Develop the General Order for the Mobilization of the Division of Special Weapons and Tactics (SWAT). The Order will include the requirements for eligibility and permanence in the Division, as well as the recruitment and selection processes that must be followed. It will also include the requirement of documenting activities related to mobilizations and/or activations, as well as the reporting requirement after they are carried out. (This policy became General Order, Chapter 100, Section 117, entitled “Reorganization of the Division of Special Weapons and Tactics (SWAT).”) (Table 10)</p> <p>Paragraphs 22, 27 through 31, and 53</p>
Due Date	August 2015.
TCA Assessment	<p>General Order 100, Section 11, Reorganization of the Division of Special Weapons and Tactics (SWAT) was approved by the Superintendent on January 2016.</p> <p>The PRPB had difficulty with the policy itself, relating to the requirement to qualify for DOT. This caused all related policies to be delayed. Many of the existing personnel who were assigned to DOT could not pass the physical portion of the exam as outlined in the policy.</p> <p>On August 31, 2017, the Police Commissioner signed the new version of this General Order.</p>

	The revision of this order meets, for the second time, the provisions of the Use of Force Action Plan.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	<p>The PRPB missed the initial deadline and the policy was delayed. However, the timeframe is now met.</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan</p>

Activity IV.I.1.11

IV.I.1.11	<p>Develop General Order for the Use of Less-Lethal Munitions and Any Other Technology. (This policy became General Order, Chapter 600, Section 620, entitled “Rules and Procedures for the Use of Specialized Weapons by Members of the Specialized Tactical Units (STUs).”) (Table 11)</p> <p>Paragraphs 22, 23, 24(F) and 24(H), and 53</p>
Due Date	October 2015.
TCA Assessment	<p>PRPB drafted General Order Chapter 600, Section 620, Procedure for the Use of Intermediate and Specialized Weapons (less than lethal).</p> <p>The policy went in to effect in February of 2016.</p> <p>On August 31, 2017, the then Commissioner signed the new version of this General Order.</p>
Recommendations	The TCA will continue bi-annual review process in accordance with Agreement requirements.
TCA Rating	<p>The PRPB missed the initial deadline and the policy was delayed. However, the timeframe is now met.</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan</p>

Activity IV.I.1.12

IV.I.1.12	<p>Develop General Order for Crowd Control and Incident Management. (This policy became General Order, Chapter 600, Section 625, entitled “Crowd Control and Management.”) (Table 12)</p> <p>Paragraphs 22, 32 through 35, and 53</p>
Due Date	October 2015
TCA Assessment	The policy was signed by the Superintendent April 2016.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan</p>

Activity IV.I.1.13

IV.I.1.13	<p>Review General Order, Chapter 600, Section 607, entitled “Rules to Initiate and Manage Foot Pursuits by Members of the PRPB.” (This General Order became General Order, Chapter 600, Section 623, entitled “Rules for the Management of Police Pursuits.”)</p> <p>Paragraphs 22, 23, and 53</p>
Due Date	November 2015
TCA Assessment	Incorporated into the Vehicle Pursuit policy.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements. See 1.14 (Signed by the Superintendent March 2016)
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan</p>

Activity IV.I.1.14

IV.I.1.14	<p>Review General Order, Chapter 600, Section 609, entitled “Driving Vehicles in Emergency Situations and Police Pursuits.” (This General Order became General Order, Chapter 600, Section 623, entitled “Rules for the Management of Police Pursuits.”) (Table 14)</p> <p>Paragraphs 22, 23, and 53</p>
Due Date	November 2015
TCA Assessment	Signed by the Superintendent March 2016. Expanded to include foot pursuits.
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan</p>

Activity IV.I.1.15

IV.I.1.15	<p>Protocol to Regulate K-9 [Officers] in Patrolling Duties. This policy became General Order, Chapter 100, Section 116, entitled “Reorganization of the K-9 Division.” (This GO repealed GO 2010-5, entitled “Reorganization of the K-9 Division and Creation of the K-9 Training Center.”). (Table 15)</p> <p>Paragraphs 22, 23, 24 (C), 111(A), and 53</p>
Due Date	September 2015
TCA Assessment	Signed by the Superintendent January 2016
Recommendations	The TCA will continue annual review process in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan</p>

II. Data Collection and Reporting Objectives:**Activity IV.II.1.1**

IV.I.1.1	<p>Develop an information sub-system for the compilation and monthly review of use-of-force incidents using the Criminal Incidence [Data] Collection Information System as a reference. The printed forms used for said purposes, such as Form PPR-854, Use of Force, and Form PPR-877, Supplementary Report, will also be considered. The instrument will document, among other things, a detailed description of the incident and the acts that led to the use of force, any injury to an arrestee or allegation of excessive use of force, and the measures taken to treat the injured. Likewise, any MPRPB who is involved in a use-of-force incident will be under the obligation to notify his or her supervisor immediately unless exigent circumstances exist.</p> <p>This sub-system will be contemplated in the Criminal Incidence Data Collection System included in the Equal Protection and Non-Discrimination Action Plan. Said sub-system will be initially implemented in Zones of Excellence and gradually in all work units, as established in the Information Systems and Technology Compliance Area Action Plan. (Table 16)</p> <p>Paragraphs 36 through 39 and 41 through 52</p>
Due Date	12 months (once NIBRS and any other policies affecting System are ready) (Approximate date: January 2017)

TCA Assessment	<p>This activity is part of the Information Technology Compliance Area Action Plan.</p> <p>The TCA has provided technical support to the PRPB in the development of informational sub-systems, data collection methods, and practical implementation of forms.</p> <p>The TCA has monitored the implementation of the NIBRS policy and the subsequent development of the sub-system. Sub-system developed in 2016 and is currently operational.</p> <p>Compliance with activity will depend on the Commonwealth's ability to implement contracts executed to develop the crime data collection system mentioned in the Equal Protection and Non-Discrimination Action Plan, since several modules or instruments, such as the one mentioned here, will have to be developed together with system. The TCA continue to have concerns about the ability of the Commonwealth to execute these contracts. They should have been executed on or before January 2017.</p>
Recommendations	
TCA Rating	This activity is part of the Information Technology Compliance Area Action Plan. See rating there.

Activity IV.II.1.2

IV.II.1.2	<p>Develop an information sub-system for the collection and monthly review of information on the activation and mobilization of specialized tactical units (STUs) that will include operational plans and subsequent reports. This sub-system will be contemplated in the Criminal Incidence Data Collection System included in the Equal Protection and Non-Discrimination Action Plan. (Table 30) Said information sub-system will be initially implemented in the Police Areas in which the Zones of Excellence are found and gradually in all other Police Areas, as established in the Information Systems and Technology Compliance Area Action Plan. (Table 17)</p> <p>Paragraphs 22, 23, 30, 31, and 41</p>
Due Date	12 months (once NIBRS and any other policies affecting System are ready) (Approximate date: January 2017)
TCA Assessment	<p>This activity is part of the Information Technology Compliance Area Action Plan.</p> <p>NIBRS manual has been approved. The General Order was approved in January 2016.</p> <p>Reform Unit states manual has not yet been approved and is under review by TCA. TCA approval memo pending. Superintendente will sign after TCA.</p>

	At this point the 36-month timeline for training will begin; however, Mobile CAD is already in Pilot. The Pilot may go live in August 2017 with CAD. The subsystem is done but training manual is not complete because the NIBRS manual is not complete.
Recommendations	With the NIBRS policy in effect, the PRPB should focus on their ability to implement the data collection system contracts. The Pilot should be validated during the demo scheduled for April 2018.
TCA Rating	This activity is part of the Information Technology Compliance Area Action Plan.

III. Review and Investigation Objectives:**Activity IV.III.1.1**

IV.III.1.1	<p>PRPB supervisors must complete the reviews and investigations on use of force within no more than five (5) business days pursuant to the provisions of General Order, Chapter 600, Section 605, entitled “Report and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department,” in order to determine whether the conduct of the MPRPBs was justified or in keeping with the corresponding policies and procedures. (Table 18)</p> <p>Paragraphs 36 through 40, 43 through 47, 137, 139, and 140</p>
Due Date	12 months (once NIBRS and any other policies affecting the System are ready) (Approximate date: January 2017)
TCA Assessment	<p>The TCA Core Team continues to conduct site visits to ensure progress is being made towards implementation in the field.</p> <p>The TCA is also checking that all Use of Force Reports are maintained on file at SARP/FIU.</p> <p>The PRPB Reform Units reports they conduct similar activities</p> <p>During the Core Team site visits to precincts/districts one of the questions posed to Commanders was whether sergeants were</p>

	<p>complying with this section of G.O. 600-605. The commanders responded in the affirmative, however they could offer no documentation.</p> <p>The assessment difficulty here lies with the fact the use of force report (PPR-854) cannot be copied, as per PRPB policy, therefore the command has no documentation once the report leaves the command through channels.</p> <p>The Core Team provided in writing to PRPB the recommendation that a log be established in the command where this information would be entered. The log would then be available for inspection.</p>
Recommendations	The TCA will continue review in accordance with Agreement requirements
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this step of the Action Plan. A more data-driven assessment could not be determined for this activity based on the fact that there is no data collection which is in itself one of the goals of the activity.</p>

Activity IV.III.1.2

IV.III.1.2	<p>The PRPB will use the information sub-system for the collection and monthly review of use-of-force incidents so that use-of-force incidents, the reviews and investigations of said incidents, and the information on the activation and mobilization of the specialized tactical units (STUs) can be tracked in a reliable and precise manner. This sub-system is included in the Equal Protection and Non-Discrimination Action Plan; it will be initially implemented in Zones of Excellence and gradually in all work units, as established in the Information Systems and Technology Compliance Area Action Plan.</p> <p>The PRPB will perform a complete analysis of use-of-force incidents on a yearly basis to identify significant trends. This analysis will help correct the deficiencies that are identified, pursuant to generally accepted police practices, the public policy of the Agency, and federal and state law. (Table 19)</p> <p>Paragraphs 30, 31, 41, and 91</p>
Due Date	June 2015
TCA Assessment	Given the IT component necessary to carry out this task, the PRPB has not developed a formal method.

	PRPB has not, as of yet, developed a formal way to analyze use of force incidents, although the Bureau's FIU Unit, which the repository for all use of force reports, maintains its own database. This database, developed by FIU, has been solely used by FIU. The IT Section of the PRPB is developing/building an Early Intervention System Component, that among other things will provide analysis of use of force incidents, however to date it has not been completed.
Recommendations	The TCA will continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan. There is not a complete analysis of use-of-force incidents on a yearly basis identifying significant trends.

Activity IV.III.1.3

IV.III.1.3	Perform a study to determine the number of supervisors needed to comply with the requirement. This activity will be part of the Professionalization Action Plan.
Due Date	December 2017
TCA Assessment	This activity will be part of the Professionalization Action Plan.
Recommendations	
TCA Rating	This activity will be part of the Professionalization Action Plan.

IV. Training Development Objectives:**Activity IV.IV.1.1**

General statement. The Action Plan indicates how due dates for training courses will be determined; but does not actually say what the due dates are. Once a policy is approved and signed by Commissioner the clock starts. The PRPB Academy immediately prepares the training module. The due dates for percentages of training, as required by the Agreement, are based on the date the policy was signed.

As it relates to Use of Force policies and related policies the following are the dates:

G.O.600-601 & 600-605 June 2018

G.O. 600-602 April 2018

G.O. 600-603 February 2018

G.O. 600-604 March 2018

G.O. 600-623 February 2019

IV.IV.1.1	Review Training on the Use and Handling of Impact Weapons. (Table 20) Paragraphs 22, 23, 24(G), and 53
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	PRPB drafted the training module for impact weapons on June 30, 2015. The module has been reviewed by the TCA and approved. To date: 96% have been trained. The policy has been approved and signed by Police Commissioner. The PRPB Police Academy has prepared the training module. The due dates for percentages of training, as required by the Agreement, are based on the date the policy was signed. As it relates to this policy, G.O. 600-603, the date for 100% compliance is February 2018
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step with 96% of members trained

Activity IV.IV.1.2

IV.IV.1.2	Develop Training on the Use and Handling of Chemical Agents. (Table 21) Paragraphs 22, 23, 24(E), and 53
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	<p>The TCA had reviewed and approved the module. General Order Chapter 600, Section 604, Use and Management of Chemical Agents was approved by the Superintendent on March 27, 2015.</p> <p>Field training of personnel began on November 22, 2015.</p> <p>To date: 95% have been trained.</p> <p>The policy has been approved and signed by the Police Commissioner. The PRPB Academy has prepared the training module. The due dates for percentages of training, as required by the Agreement, are based on the date the policy was signed. As it relates to this policy, G.O. 600-604, the date for 100% compliance is March 2018.</p>
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step</p>

Activity IV.IV.1.3

IV.IV.1.3	Develop Training Program for Members of the Force Review Board and the Superintendent's Force Review Board (SFRB). (Table 22) Paragraphs 46 and 47
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	<p>The TCA has reviewed and approved the module. As of December 2015, 100% of the board members were trained, as well as the non-voting legal advisors.</p> <p>Since that date, additional members have been added to the board to replace members on the boards. They have all received the required training.</p>
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step.</p>

Activity IV.IV.1.4

IV.IV.1.4	<p>Review Training on the Use and Handling of Service Weapons. The Training Action Plan will include the mechanism to be used by the SAEA to record and update who has taken the firearm training courses. (Table 37)</p> <p>Paragraphs 22, 23, 24(B), 53, and 54</p>
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	<p>Training has been ongoing on the following schedule: Jan-March Night-Training; April-September Day-Training; and Oct-Dec Rifle Training. Firearms training is a yearly requirement.</p> <p>It is expected that by the end of year all officers will have completed required firearms training. The training modules for this policy were reviewed by the TCA Core Team and approved by the TCA.</p>
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step. The only caveat is that this training is ongoing and yearly, so the rating can change.</p>

Activity IV.IV.1.5

IV.IV.1.5	Review Training on the Use and Handling of Electronic Control Weapon. (Table 24) Paragraphs 22, 24(D), and 53
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	The module has been approved by the TCA. General Order Chapter 600, Section 602, Use and Management of Electronic Control Device was approved by the Superintendent on April 10, 2015. Training and retraining commenced on November 30, 2015. During site visits it was confirmed that all supervisors were equipped with Tasers along with some selected agents. PRPB at this time has a limited number of Tasers
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.6

IV.IV.1.6	Review Training on Use-of-Force Rules and Report and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department. (Table 25) Paragraphs 22, 24(A), and 53
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	The module has been approved by the TCA. PRPB has prepared General Order Chapter 600, Section 601, Use of Force. The policy has been approved and signed by the Superintendent. Training on G.O. 600-601 Use of Force and G.O. 600-605 Report and Investigation of Use of Force commenced when the policies were signed by the Superintendent. As of February 2018, 92% of the Bureau has been trained.
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.7

IV.IV.1.7	Develop Training for the Force Investigation Unit (FIU). (Table 26) Paragraphs 48 through 53
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	<p>The TCA has completed his review of the module and it has been approved. The members of FIU have been selected. To Date: one hundred (100) percent of FIU personnel have trained on use of force policies (GO Chapter 600, Sections 601 & 605), all have been trained in force related policies.</p> <p>In June 2016, FIU personnel began and completed training at the PRPB Academy on criminal investigations.</p>
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step</p>

Activity IV.IV.1.8

IV.IV.1.8	Develop Multi-topic Training on the Mobilization of the Tactical Operations Unit. (Table 27) Paragraphs 22, 27 though 31, and 53
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	The module has been approved by the TCA. The General Order policy has been finalized by PRPB with the approval of the TCA. The policy went in to effect in February of 2016.
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.9

IV.IV.1.9	Develop Multi-topic Training on the Mobilization of the Division of Special Weapons and Tactics (“SWAT”). (Table 28) Paragraphs 22, 27 though 31, and 53
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	The Module has been developed by PRPB and approved by the TCA.
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.10

IV.IV.1.10	Develop Training on Special Weapons by Members of the Specialized Tactical Units (STUs). (Table 29) Paragraphs 22, 23, 24(F), 24 (H), and 53
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	The training has not been developed by PRPB and approved by the TCA. Revisions of OG 600-625 are scheduled for April 2018. Training curriculum for OG 625 (crowd control) is scheduled for May 2018. Training curriculum for OG 620 (specialized weapons) is scheduled for August 2018. The PRPB will ask for an extension of approximately five or six months from June 2018. This means that the training will be ready for implementation by December 2018. At present, SWAT has been trained on OG 620 and OG 625, but not STUs.
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step

Activity IV.IV.1.11

IV.IV.1.11	Develop Training on Crowd Control and Management for MPRPBs and Specialized Tactical Units (STUs). (Table 30) Paragraphs 27 though 35, and 53
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	Revisions of OG 600-625 are scheduled for April 2018. Training curriculum for OG 625 (crowd control) is scheduled for May 2018. Training curriculum for OG 620 (specialized weapons) is scheduled for August 2018. The PRPB will ask for an extension of approximately five or six months from June 2018. This means that the training will be ready for implementation by December 2018. At present, SWAT has been trained on OG 620 and OG 625, but not STUs.
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step

Activity IV.IV.1.12

IV.IV.1.12	Develop Training on Rules for the Management of Police Pursuits. (Table 31) Paragraph 53
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	This has been incorporated into the Vehicle Pursuit Training Module
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.13

IV.IV.1.13	Develop Training on Driving Vehicles in Emergency Situations and Police Pursuits. (Table 32) Paragraph 53
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	The PRPB has developed the training module and it has been approved by the TCA
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.14

IV.IV.1.14	Develop Training for Patrol Dog Handlers. (Table 33) Paragraphs 22, 24 (C), and 53
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	The PRPB has developed the training module and it has been approved by the TCA,
Recommendations	The TCA will continue to review training development in accordance with Agreement requirements
TCA rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step

Activity IV.IV.1.15

IV.IV.1.15	Develop Training on the Use and Management of the Automated System to Prepare Electronic Incident Reports. This activity will be carried out pursuant to the Equal Protection and Non-Discrimination Action Plan .
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Development Process.
TCA Assessment	PRPB is required to Develop Training on the Use and Management of the Automated System to prepare Electronic Incident Reports. This is tied to Information Technology and to date the system has been developed. However, due to a lack of a formal training syllabus, it has not been implemented bureau-wide.
Recommendations	
TCA rating	<p>This activity will be carried out pursuant to the Equal Protection and Non-Discrimination Action Plan.</p> <p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this step</p>

V. Training Implementation Objectives

Activity IV.V.1.1

IV.V.1.1	To continue with professionalization, achieve a reduction in use-of-force incidents and equality in the provision of services, and restore the community's trust, the PRPB will implement training, new policies and procedures, equipment, technologies, and operational and administrative strategies. Paragraphs 22, 23, 24, and 53
Due Date	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of MPRPBs . The remaining fifty percent (50%) of the MPRPBs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.
TCA Assessment	PRPB is building an Early Intervention System (EIS) platform. The system when functional will be an effective mechanism for enhancing accountability within the PRPB. The system will be a database management tool designed to identify officers in the PRPB whose performance exhibits potential problems, and to then provide

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	interventions, usually counseling or training. It is also a tool for supervision management.
Recommendations	n/a
TCA Rating	n/a

IV.V.1.1a	Training on the Use and Handling of Impact Weapons. Paragraphs 22, 23, 24 (G), and 53
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPB's training schedules and monthly statistical reports on training. To date: 96% of the Bureau has been trained
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe was met for phases I and II. Having met the 50% requirement on or before October 2016, the PRPB was in partial compliance. The PRPB was scheduled to achieve full compliance by October 2017. Currently they are at 95% which is in the range of full compliance .

IV.V.1.1b	Training on the Use and Handling of Chemical Agents. Paragraphs 22, 23, 24 (E), and 53
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPB's training schedules and monthly statistical reports on training. To date, 95% of the Bureau has been trained
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe was met for phases I and II. Having met the 50% requirement on or before November 2016, the PRPB was in partial compliance. The PRPB was scheduled to scheduled to achieve full compliance by November 2017. Currently they are at 95% which is in the range of full compliance .

IV.V.1.1c	<p>Training for the Force Review Board and the Superintendent's Force Review Board (SFRB).</p> <p>Paragraphs 46 and 47</p>
Due Date	One hundred percent (100%) of members of FRBs and SFRB will be trained within twelve (12) months following training design process and approval and incorporation of recommendations.
TCA Assessment	<p>The TCA has been monitoring PRPB's training schedules and monthly statistical reports on training.</p> <p>The TCA has reviewed and approved the module. As of December 2015, 100% of the board members were trained, as well as the non-voting legal advisors.</p> <p>Since that date, additional members have been added to the board to replace members on the boards, they have all received the required training.</p>
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step.</p>

IV.V.1.1d	<p>Training on Use and Handling of Service Weapons. The Training Action Plan will include the mechanism to be used by the SAEA to record and update who has taken the firearm training courses.</p> <p>Paragraphs 22, 23, 24 (B), 53, and 54</p>
Due Date	<p>Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations.</p> <p>Session #2: twelve (12) months after completion of training of first group.</p>
TCA Assessment	<p>The TCA has been monitoring PRPB's training schedules and monthly statistical reports on training.</p> <p>It is expected that by the end of year all officers will have completed required firearms training.</p>
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step.</p>

IV.V.1.1e	Training on the Use and Handling of Electronic Control Weapon. Paragraphs 22, 23, 24 (D), and 53
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPB's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe was met for Phase I and II. Having met the 50% requirement on or before December 2016, the PRPB was in partial compliance. The PRPB was scheduled to achieve full compliance by December 2017. Currently they are at 94% which is in the range of full compliance .

IV.V.1.1f	Training on Use-of-Force Rules and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department. Paragraphs 22, 23, 24 (A), and 53
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPB's training schedules and monthly statistical reports on training. Training for members of the Bureau in Use of Force Policy G.O. 600-601 and Report and Investigating Use of Force G.O. 600-605 is at 92%. PRPB has until June 2018 to achieve 100% training levels and be in compliance with the terms of the Agreement. On a monthly basis, during its site visits, TCA Core Team members visit the academy to be briefed on training percentages for Use of Force related policies.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe was met for Phase I. Having met the 50% requirement on or before June 2017, the PRPB was in partial compliance. The PRPB was scheduled to achieve full compliance by June 2018. Currently they are at 92% which is in the range of partial compliance (although full compliance is quite likely by June 2018).

IV.V.1.1g	Training for Force Investigation Unit (FIU). Paragraphs 48 through 52
Due Date	One hundred percent (100%) of FIU members will be trained within twelve (12) months following training design process and approval and incorporation of recommendations.
TCA Assessment	The TCA has been monitoring PRPB's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in full compliance with 100% of FIU members trained.

IV.V.1.1h	Multi-topic Training on Mobilization of Tactical Operations Unit. Paragraphs 22, 23, 27 through 31
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Original timeframe was not met . There is a new deadline. Evaluation deferred : Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

IV.V.1.1i	Multi-topic Training on Mobilization of Division of Special Weapons and Tactics (SWAT). Paragraphs 22, 23, 27 through 31
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPB's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Original timeframe was not met . There is a new deadline. Evaluation deferred : Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

IV.V.1.1j	Training on Special Weapons by Members of the Specialized Tactical Units (STUs). Paragraphs 22, 23, 24 (F), 24 (H), and 53
Due Date	One hundred percent (100%) of STU members will be trained within twelve (12) months following training design process and approval and incorporation of recommendations.
TCA Assessment	The TCA has been monitoring PRPB's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Original timeframe was not met . There is a new deadline. Evaluation deferred : Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

IV.V.1.1k	Training on Crowd Control and Incident Management for MPRPBs and Specialized Tactical Units (STUs). Paragraphs 22, 23, 32 through 35, and 53
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations, starting with SWAT and TO as priority groups and, then, the remaining MPRPBs. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPB's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Original timeframe was not met . There is a new deadline. Evaluation deferred : Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

IV.V.1.1I	Training on Rules for the Management of Police Pursuits. Paragraph 53
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	Vehicle/Foot Pursuit incorporated into one policy. The TCA has been monitoring PRPB's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Original timeframe was not met . There is a new deadline. Evaluation deferred : Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.

IV.V.1.1m	Training for Patrol Dog Handlers. Paragrah 24 (C)
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	The TCA has been monitoring PRPB's training schedules and monthly statistical reports on training.
Recommendations	TCA will continue to review training implementation in accordance with Agreement requirements
TCA Rating	Original timeframe was not met . There is a new deadline. Evaluation deferred : Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance with cannot be assessed during this reporting period.

IV.V.1.1n	<p>a. Training on the Use and Management of the Automated System to prepare Electronic Incident Reports. This activity will be carried out in accordance with the Equal Protection and Non-Discrimination Action Plan.</p> <p>1.2 The PRPB will start training MPRPBs who belong to the following work units:</p> <ul style="list-style-type: none"> 1.2.1 Members of Joint Forces (SAIC); 1.2.2 Personnel assigned to Zones of Excellence (SAOC) 1.2.3 Division of Tactical Operations – DTO (SAOC) 1.2.4 Division of Special Weapons and Tactics (SWAT) (SAOC) 1.2.5 Force Investigation Unit – FIU (SARP); 1.2.6 Bureau of Highway Patrols (SAOC); 1.2.7 Motorized Unit (SAOC); 1.2.8 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC); 1.2.9 Bureau of Vehicle Theft Investigations (SAIC); 1.2.10 Arrests and Extraditions Division (SAIC).
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	<p>1.3 The PRPB will then train MPRPBs who belong to Districts, Precincts, and Offices of Assistant Superintendents, taking the following into consideration:</p> <p>1.3.1 number of incidents per location;</p> <p>1.3.2 number of incidents of domestic violence;</p> <p>1.3.3 number of interventions with intoxicated persons;</p> <p>1.3.4 number of arrests made;</p> <p>1.3.5 number of tickets from police interventions;</p> <p>1.3.6 number of complaints filed with the SARP on the following grounds: assault; use of unjustified violence; physical and/or psychological coercion; and assault against MPR</p> <p>1.3.7 distance from support units; and</p> <p>1.1.8 frequency of occurrence of demonstrations (i.e. mass protests)</p>
Due Date	See Action Plans for Equal protection
TCA Assessment	<p>Currently the Incident Report (PPR-468) is one of the PRPB reports in the CAD System.</p> <p>PRPB on or about April 3, 2017 instituted a “Pilot Program” whereby Utaudo Precinct (ZOE) began completing the report digitally however, officers will still be required to prepare the report by hand.</p> <p>The TCA Core Team member Scott Cragg is working with PRPB’s IT Unit personnel in developing the CAD System. The Incident Report (PPR-468) is in the system; however, not all features and functions are available. They will be rolled out as developed.</p>

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Action Plans for Equal protection

VI. Behavioral or Mental Health Crisis Response Objective**Activity IV.VI.1.1**

IV.VI.1.1	Develop General Order for the Crisis Intervention Team (CIT). Policy now included in the Policy titled: Hostage Negotiator Order # 600-28 Paragraphs 56 and 57
Due Date	December 2015
TCA Assessment	The CIT Policy was incorporated into the Policy titled: Intervention Procedure with Persons in Crisis and Hostages Negotiations Policy, General Order Chapter 600 Section 628, signed by Superintendent April 2017. Crisis Intervention Policy was initially a policy in itself; however, the PRPB decided to merge it with Negotiations in the Taking of Hostages. This delayed the development of the training. The Core Team in July 2017 approved the proposed training (REA628).
Recommendations	Additional work is needed as the Agreement required the PRPB to create Crisis Interventions Teams and the current policy is insufficient.
TCA rating	Timeframe was not initially met. However, the timeframe is now met. The Commonwealth of Puerto Rico is in partial compliance with this step of the Action Plan

VII. MPRPB Crisis Intervention Training Development Objective**Activity IV.VII.1.1**

IV.VII.1.1	<p>Develop Training for Behavioral or Mental Health Crisis Response for MPRPBs belonging to the CIT.</p> <p>Paragraphs 53, 56, and 57</p>
Due Date	<p>Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations.</p> <p>Session #2: twelve (12) months after completion of training of first group.</p>
TCA Assessment	<p>The CIT Policy was incorporated into the Policy titled: Intervention Procedure with Persons in Crisis and Hostages Negotiations Policy, General Order Chapter 600 Section 628, signed by Superintendent April 2017.</p> <p>To date, no training curriculum has been approved and training has not commenced. Training should have started in October 2017. They are currently delayed six months.</p> <p>REA 628: the design of the courses was extended to prepare the instructors by September 2017, including the negotiators. Prior to initiating the training, PRPB must draft the protocols to structure the CIT groups. This means that the PRPB must determine the composition of the board for recruitment, investigations, and evaluations.</p> <p>The PRPB is likely to ask for a six-month extension for this activity.</p>
Recommendations	<p>The TCA will continue to review in accordance with Agreement requirements. See prior comment on the requirement to create Crisis Interventions Teams.</p>

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TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan
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Activity IV.VII.1.2

IV.VII.1.2	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of MPRPBs belonging to the CIT in relation to Behavioral or Mental Health Crisis Response through instructors it has certified.</p> <p>Paragraphs 53, 56, and 57</p>
Due Date	<p>Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations.</p> <p>Session #2: twelve (12) months after completion of training of first group.</p>
TCA Assessment	<p>Policy signed April 2017.</p> <p>REA 628: the design of the courses was extended to prepare the instructors by September 2017, including the negotiators. See IV.VII.1.1.</p> <p>The PRPB is likely to ask for an extensión.</p>
Recommendations	The TCA will continue to review in accordance with Agreement requirements
Compliance	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan</p>

Activity IV.VII.1.3

IV.VII.1.3	Develop Training on Behavioral or Mental Health Crisis Response for MPRPBs. Paragraphs 53, 56, and 57
Due Date	Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.
TCA Assessment	Training is scheduled to start on April 16, 2018. Course REA 628. Training currently 40 instructors. The PRPB is likely to ask for an extensión.
Recommendations	The TCA will continue to review in accordance with Agreement requirements
Compliance	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity IV.VII.1.4

IV.VII.1.4	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of MPRPBs in relation to Behavioral or Mental Health Crisis Response, as established by the Agreement for the Sustainable Reform of the PRPB. The remaining fifty percent (50%) of the MPRPBs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAIC and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval.</p>
Due Date	<p>Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations. Session #2: twelve (12) months after completion of training of first group.</p>
TCA Assessment	<p>Policy creating the position signed by Superintendent April 2017.</p> <p>Training is scheduled to start on April 16, 2018. Course REA 628. PRPB must complete 50% by April 16, 2019. Training for all members of the PRPB should be completed by April 16, 2020</p> <p>The PRPB is likely to ask for an extensión.</p>
Recommendations	<p>The TCA will continue to review in accordance with Agreement requirements</p>

TCA Rating	Original timeframe was not met . There is a new deadline. Evaluation deferred : Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.
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Activity IV.VII.1.5

IV.VII.1.4	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of MPRPBs in relation to Behavioral or Mental Health Crisis Response, as established by the Agreement for the Sustainable Reform of the PRPB. The remaining fifty percent (50%) of the MPRPBs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAIC and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval.</p> <p>Training for SAIC, SAOC, DOT, SWAT</p> <p>Paragraphs 53,56, and 57</p>
Due Date	<p>Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations.</p> <p>Session #2: twelve (12) months after completion of training of first group.</p> <p>See appendix C</p>
TCA Assessment	<p>Policy creating the position signed by Superintendent April 2017.</p> <p>Training is scheduled to start on April 16, 2018. Course REA 628. PRPB must complete 50% by April 16, 2019. Training for all members of the PRPB should be completed by April 16, 2020</p> <p>The PRPB is likely to ask for an extensión.</p>

Recommendations	
TCA Rating	<p>Original timeframe was not met. There is a new deadline.</p> <p>Evaluation deferred: Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.</p>

Activity IV.VII.1.6

IV.VII.1.4	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of MPRPBs in relation to Behavioral or Mental Health Crisis Response, as established by the Agreement for the Sustainable Reform of the PRPB. The remaining fifty percent (50%) of the MPRPBs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAIC and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval.</p> <p>Training by incident, domestic violence incidents, interventions with DWI, arrests.</p> <p>Paragraphs 53,56, and 57</p>
Due Date	<p>Session #1: twelve (12) months after completion of training design process and approval and incorporation of recommendations.</p> <p>Session #2: twelve (12) months after completion of training of first group.</p> <p>See appendix C</p>

TCA Assessment	<p>Policy creating the position signed by Superintendent April 2017.</p> <p>Training is scheduled to start on April 16, 2018. Course REA 628. PRPB must complete 50% by April 16, 2019. Training for all members of the PRPB should be completed by April 16, 2020</p> <p>The PRPB is likely to ask for an extensión.</p>
Recommendations	
TCA Rating	<p>Original timeframe was not met. There is a new deadline.</p> <p>Evaluation deferred: Whether the Commonwealth of Puerto Rico is in full, partial, or non-compliance cannot be assessed during this reporting period.</p>

VIII. Self-Assessment Objectives:**Activity IV.VIII.1.1**

The PRPB, through the Office of Reform, will use various data collection strategies and conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, training courses, among others, it provides, starting with Zones of Excellence and gradually continuing through all thirteen (13) Police Areas and Offices of Assistant Superintendents, such as: (Table 52)

IV.VIII.1.1a	Using the Training Plan and Training Announcement issued by the SAEA for each of the courses to identify their start date, the time Police Areas and the corresponding Offices of Assistant Superintendents will have to complete it, and the work units that will be given training priority. The Training Plans for each of the thirteen (13) Police Areas and Offices of Assistant Superintendents, as approved by the SAEA, will also be considered to check the specific dates during which each training course identified in this Action Plan will be offered. The Office of Reform will verify that MPRPBs are participating in scheduled training courses by using the above-mentioned sources and the attendance records for each course.
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	Paragraphs 232 and 233
Due Date	N/A
TCA Assessment	<p>During monthly site visits to PRPB Area Commands, the TCA Core Team checks to ensure that PRPB is complying with the above. Documentation relating to training of personnel as well as training calendars are reviewed by the TCA Core Team. During these site visits the TCA Core team is accompanied by Reform Unit Personnel.</p> <p>During these visits, the Core Team meets with the Training Coordinator of the Area. At these meetings coordinators are requested to produce training calendars, as well as training records of random personnel and the certifications of instructors. In addition, the Police Academy also provides training information.</p>
TCA Rating	The TCA will continue to review in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance because it cannot explain the relationship between the training and the effects of the training in practice</p>

IV.VIII.1.1b	Making random visits to each of the thirteen (13) Police Areas and Offices of Assistant Superintendents using the Training Plan approved by the SAEA for each of the training courses developed for this Compliance Area in order to guarantee that PRPB personnel are being trained in keeping with the syllabi, instructor handbooks, presentation, and assessment methodology approved by the Technical Compliance Advisor.
Due Date	N/A
TCA Assessment	During monthly 'Site Visits' to PRPB Area Commands the TCA Core Team checks to ensure that PRPB is complying with the above. During these site visits the TCA Core Team is accompanied by Reform Unit personnel.
Recommendations	The TCA will continue to review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance because it cannot explain the relationship between the training and the effects of the training in practice

IV.VIII.1.1c	Visiting SARP to do random evaluations of the files related to use-of-force incidents in order to determine if they have been prepared and completed at the work units and are under the custody of the SARP as established in General Order 605, Chapter 600, Section 605, entitled "Report and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department."
Due Date	N/A
TCA Assessment	<p>The TCA Core Team has conducted "site Visit" to SARP to ensure compliance with the above. During these site visits the TCA Core Team is accompanied by Reform Unit personnel.</p> <p>The FIU Section of SARP is the repository for all completed Use of Force Reports. The FIU section reviews all arriving reports in order to determine if they have been prepared and completed. The Core Team, during its monthly site visits, meets with the FIU Commanding Officer. During these visits, random use of force reports are reviewed for accuracy and completeness. In addition, the Core Team discusses with the FIU the percentage of reports that are returned due to incorrect and/or incomplete information.</p> <p>Note: This has been an ongoing problem and to date the percentage of incomplete reports continues to be at an unacceptable level.</p>

Recommendations	The TCA will continue to review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance because it cannot explain the relationship between the training and the effects of the training in practice

IV.VIII.1.1d	Making random visits to the districts, precincts, and units to interview and corroborate whether the Supervisors of the PRPB have performed use-of-force reviews and investigations to evaluate that they are being performed in accordance with the provisions of General Order, Chapter 600, Section 605, entitled "Report and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department."
Due Date	N/A
TCA Assessment	<p>During monthly 'Site Visits" to PRPB Districts and Precinct the TCA Core Team checks to ensure that PRPB is complying with the above. During these site visits the TCA Core Team is accompanied by Reform Unit personnel.</p> <p>It should be noted that due to PRPB's protocol that no Use of Force Report (PPR-605.1) can be copied, the districts/precincts and the Area Commands don't have any copies of the reports that have been forwarded. During site visits of precincts/districts and Area Commands (FRBs) there have been some Use of Force Reports that are in the pipeline that have not been processed/forwarded. In those situations, the reports are reviewed for compliance with General Order Chapter 600 Section 605. The Core Team has recommended in writing that each PRPB precinct/district maintain a log with pertinent information relating to the investigations of use of force incidents. Currently, in order to review a completed Use of Force Report, it requires going to SARP/FIU.</p>
Recommendations	The TCA will continue to review in accordance with Agreement requirements

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TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance because it cannot explain the relationship between the training and the effects of the training in practice</p>
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IV.VIII.1.1e	Verifying compliance with the provisions of General Order, Chapter 600, Section 602, entitled "Use and Handling of Electronic Control Weapon" in relation to the recovery of the data stored in the Electronic Control Weapon (ECW) during the evaluation of the file corresponding to the use-of-force incident in which an ECW was used.
Due Date	N/A
TCA Assessment	<p>This relates to Use of Force by means of Electronic Control Device (Taser). Currently when a member of the PRPB utilizes his/her Electronic Control Device against an individual the stored data becomes part of the documentation. This has been confirmed by the TCA Core Team during its site visits to Area Command Force Review Boards (an incident involving the use of a taser is at the very least a Level 3, which requires that the use of force be evaluated by the Area Command's FRB).</p> <p>In addition, during the Core Teams visits to Area Commands, the Team has verified that "Electronic Control Weapon Use Record" PPR-892 have been prepared. Generally, this duty is the responsibility of the Area Command Training Coordinator.</p>
Recommendations	The TCA will continue to review in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance because it cannot explain the relationship between the training and the effects of the training in practice</p>

IV.VIII.1.1f	Verify that MPRPBs have completed form PPR-892 – “Electronic Control Weapon Use Record” registering the arcing test, as established in General Order, Chapter 600, Section 602, entitled “Use and Handling of Electronic Control Weapon.”
Due Date	N/A
TCA Assessment	During the Core Teams visits to Area Commands, the Team has verified that “Electronic Control Weapon Use Record” PPR-892 has been prepared. Generally, this duty is the responsibility of the Area Command Training Coordinator.
Recommendations	The TCA will continue to review in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance because it cannot explain the relationship between the training and the effects of the training in practice</p>

Compliance Tables for Search and Seizure

Section V. Searches and Seizures: Internal Controls and Accountability

Paragraphs: 58 to 79

I. Policy and Procedure Development Objectives:

Activity V.I.1.1

V.I.1.1	Review General Order, Chapter 600, Section 615, entitled "Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Citations." Paragraphs 59, 65 through 73
Due Date	December 2014
TCA Assessment	General Order 600-615 was approved by Superintendent November 2015. The TCA conducted the scheduled annual reviews for this general order in February 2016 and August 2017. The 2017 scheduled review is in progress as of March.
Recommendations	The TCA will continue to conduct bi-annual reviews in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity V.I.1.2

V.I.1.2	<p>Review General Order No. 2008-13 entitled “Rules and Procedures for the Receipt, Custody, Delivery, and Disposition of Property Constituting Evidence” with the purpose of ensuring an effective control of the evidence from the beginning of a criminal act, to the collection thereof, and until it is presented at trial.</p> <p>Paragraph 109</p>
Due Date	September 2016
TCA Assessment	<p>This General Order was created on September 30, 2016 and reviewed by the TCA in October 2016, with changes incorporated in November 2016.</p> <p>Approval of this policy is still pending as of March 2018. Based on this information, it does not seem that PRPD is in full compliance.</p>
Recommendations	The TCA will continue annual reviews in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this step of the Action Plan</p>

Activity V.I.1.3

V.I.1.3	<p>Review General Order, Chapter 600, Section 612, entitled “Authority of the Puerto Rico Police Department to Conduct Searches and Seizures” to incorporate the recommendations of the TCA and USDOJ.</p> <p>Paragraphs 59, 74 through 77</p>
Due Date	August 2015
TCA Assessment	<p>Approved by Superintendent November 2015.</p> <p>The annual review of this general order was last conducted by the TCA in June 2017. Next review due in June 2018.</p> <p>On September 18, 2017, the Police Commissioner signed an updated new policy.</p>
Recommendations	The TCA will continue annual reviews in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan</p>

Activity V.I.1.4

V.I.1.4	<p>Develop a protocol for the digital recording and storage of communications between the immediate supervisor and the MPRPB through Command Center and Radio Control communication channels in which the MPRPB states the elements of probable cause he or she used to make an arrest for a felony, obstruction of justice, or resisting arrest.</p> <p>Paragraph 66</p>
Due Date	May 2016
TCA Assessment	<p>A protocol was created by PRPB and submitted to the TCA on May 31, 2016.</p> <p>It was reviewed by the TCA and approved by the Superintendent in October 2016.</p> <p>Legacy system is in place in Zones of Excellence and San Juan Area - no new system yet due to cost considerations.</p>
Recommendations	The TCA will continue annual reviews in accordance with Agreement requirements. Annual review is due for 2018.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan</p>

II. Reporting and Data Collection Objectives.

Activity V.II.1.1

V.II.1.1	<p>Develop an information subsystem to collect incidents resulting in arrests and searches, using the National Incident-Based Reporting System as a reference. The printed forms used for such purposes (PPR-853, Plan to Carry Out Arrests/Detentions and Searches/Seizures, and PPR-880, Member of the PRPB Incident Report Narrative) will be also taken into consideration.</p> <p>Paragraphs 59, 60,61, and 64</p>
Due Date	12 months (once NIBRS and any other policies affecting System are approved and signed by Superintendent). (Estimated date: January 2017)
TCA Assessment	<p>All data gathering is still manual as of the end of March 2018. No change since April 2017.</p> <p>This subsystem will be contemplated in the National Incident-Based Reporting System included in the Equal Protection and Non-Discrimination Compliance Area Action Plan. The subsystem will be initially implemented in the Zones of Excellence and then gradually in all work units, as established in the Information Systems and Technology Compliance Area Action Plan.</p> <p>As of March 2018, TCA reports that the system has been developed and is scheduled to be launched on or before August 2018 with the implementation of CAD.</p>

Recommendations	TCA will continue to monitor implementation of system with TCA IT Expert
TCA Rating	Timeframe [January 2017] was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan based on non-automated analysis.

Activity V.II.1.2

V.II.1.2	<p>When the PRPB incorporates the TCA and USDOJ recommendations into the General Order, Chapter 600, Section 612, entitled “Authority of the Puerto Rico Police Department to Conduct Searches and Seizures,” the Bureau will ensure that all MPRPBs will be required to obtain and document a person’s consent to a voluntary search of his or her person or vehicle unless a search without the person’s consent is legally justified.</p> <p>Paragraphs 77 and 83</p>
Due Date	August 2015
TCA Assessment	<p>In past reporting periods, the TCA conducted follow-up site visits to San Juan Drug Unit, Vehiculos Hurtados (M/V Theft Unit) Divisions in Humacao, San Juan, Ponce; CIC’s in Fajardo, Humacao, Bayamon, Ponce; and Transit Division in Fajardo.</p> <p>During the period of December 2017 through March 2018, the TCA has inspected dozens of PPR-879’s “Consent to Search” at various CIC’s and Drug Units in Police Areas of Yauco, Humacao, and Aibonito, as well as in the police districts of Las Piedras and Bayamon West. The TCA found that consents to search are being properly recorded in PPR-879 forms.</p> <p>Most police districts report that it is not a practice of their officers to conduct consent searches. They leave searches to Specialized Units.</p> <p>The TCA found that Consents to Search are being properly documented on PPR-879.</p>

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Recommendations	TCA will continue to visit police Areas and Districts/Precincts to ensure consent searches are being recorded and will continue to inspect PPR-879 forms.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this step of the Action Plan as this process is not automated and the TCA's assessment is under way.</p>

Activity V.II.1.3

V.II.1.3	<p>Upon the annual review of General Order, Chapter 600, Section 615, entitled “Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Warrants,” the PRPB will ensure that it maintains the requirement that MPRPBs continue informing the Command Center and a supervisor immediately after making an arrest, or as soon as possible.</p> <p>Paragraphs 66 and 83</p>
Due Date	December 2014
TCA Assessment	<p>In the past, the TCA inspected several sites, including PRPD CIC’s, Vehiculos Hurtados (Auto Theft Unit), Drug Units, Transit Units, and Police Areas, and found that supervisors are being notified when an arrest was made.</p> <p>For the present period, December 2017 to March 2018, the TCA visited several Police Areas, districts and precincts in Aibonito, Yauco, Humacao, Las Piedras, Bayamon West, Santurce, Rio Piedras, Guaynabo, Dorado, and Juana Diaz where the TCA inspected dozens of arrest police reports (PPR-880 and PPR-82) and found that almos all indicated that a supervisor was notified via radio (or cellphone when radio or signal was not available) and responded to the scene. Supervisors signed the forms confirming their review.</p>
Recommendations	TCA will continue to monitor arrest reports to ensure continued compliance.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this step of the Action Plan.</p>

Activity V.II.1.4

V.II.1.4	Develop an automated system for the digital recording and storage of communications between the immediate supervisor and the MPRPB through Command Center and Radio Control communication channels that have been used to communicate the elements of probable cause used to make an arrest for a felony, obstruction of justice, or resisting an MPRPB. This system will be initially implemented in the Zones of Excellence and gradually in the subsequent work units, as established in the Information Systems and Technology Compliance Area Action Plan .
Due Date	18 months once corresponding policy (NIBRS) is approved
TCA Assessment	<p>This sub-section is dependent on the Information Systems and Technology Compliance Action Plan, which is being worked on as of April 2017. This subsection is dependent on approval of NIBRS policy which is pending as of May 2017.</p> <p>Equipment has been purchased. System in development. Questionable status of training at SAEA. Projected operational date is unknown as of this date.</p>
Recommendations	TCA IT expert to continue to monitor compliance
TCA Rating	For rating, see the Information Systems and Technology Compliance Action Plan

III. Review and Investigation Objectives:**Activity V.III.1.1**

V.III. 1.1	PRPB Supervisors must review each search and seizure report to evaluate and determine if the search and seizure was conducted in accordance with the provisions of PRPB policies and the Agreement
Due Date	Not Applicable
TCA Assessment	<p>For this reporting period, the TCA-CT randomly inspected several search warrant files, including applications and affidavits at several PRPB CIC's, Vehiculos Hurtados (Auto Theft Unit), Homicide Units, Drug Units and Transit Units for compliance.</p> <p>All pertaining PPR forms inspected were completed and signed accordingly (PPR-853, PPR264, PR-879, PPR-468, PPR-880, PR-126, PPR-47, PPR-82, and PR-128, etc.) by supervisors and officers, and appeared to have been checked and approved by supervisors.</p> <p>For the reporting period of December 2017 through March 2018, the TCA visited CIC's and Drug Units in Police Areas of Yauco, Humacao, Aibonito, and Ponce and inspected tens of search warrant files containing affidavits, applications and reports. They all included reports indicating that the supervisors and an ADA reviewed the documentations and approved them. All pertaining PPR forms inspected were completed and signed accordingly (PPR-853, PPR264, PR-879, PPR-468, PPR-880, PR-126, PPR-47, PPR-82, and PR-128, etc.) by supervisors and officers, and appeared to have been checked and approved by supervisors.</p>

Recommendations	TCA will continue to make visits to PRPD investigative units and inspect search warrant files for compliance. The TCA inspected the Caguas CIC. The Caguas CIC did not have the original files for many searches. The available copies were incomplete. The TCA will further look into this.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this step of the Action Plan based on non-automated analysis.

Activity V.III.1.2

V.III. 1.2	<p>The PRPB will use the information subsystem to collect and review, on a monthly-basis, incidents that result in arrests and seizures. This subsystem will be contemplated in the National Incident-Based Reporting System included in the Equal Protection and Non-Discrimination Compliance Area Action Plan. The subsystem will be initially implemented in the Zones of Excellence and then gradually in all work units, as established in the Information Systems and Technology Compliance Area Action Plan.</p> <p>On a yearly basis, the PRPB will perform a complete analysis of the compiled information about searches and seizures conducted to identify significant trends with the purpose of correcting the deficiencies that are identified, pursuant to the law and generally accepted police practices.</p>
Due Date	On a yearly basis after approval of corresponding general orders.
TCA Assessment	This subsystem will be contemplated in the National Incident-Based Reporting System included in the Equal Protection and Non-Discrimination Compliance Action Plan . This sub-section is dependent on the Information Systems and Technology Compliance Action Plan , which is still being worked on as of the end of May 2017.
Recommendations	TCA will continue to monitor through its IT expert
TCA Rating	For rating see the Equal Protection and Non-Discrimination Compliance Action Plan.

Activity V.III.1.3

V.III.1.3	Conduct an evaluation of the PRPB human resources, taking into account their status and the operational and administrative work performed by the employees, in order to identify existing needs and, later on, make decisions in order to determine the number of supervisors needed to meet the requirement. This activity will be part of the Professionalization Compliance Area Action Plan .
Due Date	N/A
TCA Assessment	This activity will be part of the Professionalization Compliance Area Action Plan, which is in progress as of May 2107.
Recommendations	
TCA Rating	For rating, see the Professionalization Compliance Area Action Plan.

IV. Training Development Objectives:

Activity V.IV.1.1

V.IV.1.1	<p>The Auxiliary Superintendency for Education and Training (SAEA) will create courses to train all MPRPBs through instructors certified by SAEA.</p> <p>The training courses are as follows:</p> <ul style="list-style-type: none"> 1.1.1. Training on General Order, Chapter 600, Section 615, entitled “Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Summons”; and 1.1.2. Training on General Order [entitled] “Rules and Procedures for the Receipt, Custody, Delivery, and Disposition of Property Constituting Evidence” with the purpose of ensuring an effective control of the evidence from the beginning of a criminal act, in the collection thereof, and until it is presented at trial.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed in accordance with process established in Appendix B – Training Design Process.
TCA Assessment	<ul style="list-style-type: none"> 1.1.1 Training module on GO 600-615, Arrests and Summons, was reviewed and approved by the TCA; Training is at 95% Department-wide as of the end of February 2018 and retraining is on-going. 1.1.2 This training module has not been created as of March 2018

Recommendations	Continue to monitor
TCA Rating	<p>Timeframe was met for GO 600-615. Timeframe was not met for 1.1.2.</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan for 1.1.1.</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan for 1.1.1.</p>

Activity V.IV.1.2

V.IV. 1.2	Review training on General Order, Chapter 600, Section 612, entitled “Authority of the Puerto Rico Police Department to conduct Searches and Seizures.”
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed in accordance with process established in Appendix B – Training Design Process.: April 27, 2016
TCA Assessment	The TCA reviewed and approved the training curriculums on this general order for new police cadets and for in-service training in May 2016. As of February 2018, training is on-going and is at 72% of the Department. 100% due in December 2018
Recommendations	See Section II of the Report regarding prioritization and uneven progress
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in partial compliance with the detailed step of the Action Plan.

Activity V.IV.1.3

V.IV.1.3	Develop a Training Program for Supervisors and High-Ranking Officers on arrest, search, and seizure policies, writing techniques, and report review.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed in accordance with process established in Appendix B – Training Design Process.
TCA Assessment	<p>In May 2017, policy has been approved; and training is at 72% of the Department and is on-going.</p> <p>The TCA has reviewed signed class rosters at the PRPD Academy and at the Area Police Headquarters where training is also happening. The TCA has also audited a Search and Seizure class at the PRPD Academy. Training rosters submitted by the Academy to the TCA in March 2018.</p>
Recommendations	Continue to monitor
TCA Rating	<p>Timeframe was met.</p> <p>The Commonwealth of Puerto Rico is in partial compliance with the detailed step of the Action Plan.</p>

Activity V.IV.1.4

V.IV.1.4	Develop training for the personnel assigned to the Command Center and Radio Control on how to use the automated system for the digital recording and storage of the communications between the immediate supervisor and the MPRPB through the Command Center and Radio Control communication channels.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed in accordance with process established in Appendix B – Training Design Process
TCA Assessment	This sub-section is dependent on the Information Systems and Technology Compliance Area Action Plan , which is being worked on as of end of May 2018. However, training has been reviewed and approved by the TCA.
Recommendations	Continue to monitor through the TCA IT Expert
TCA Rating	For rating, see the Information Systems and Technology Compliance Area Action Plan

V. Training Implementation Objectives:**Activity V.V.1.1**

V.V.1.1	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of MPRPBs through its certified instructors. The remaining fifty percent (50%) of the MPRPBs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the announcement issued by the SAEA and the training plan provided by each police area and auxiliary superintendency upon SAEA approval.</p> <p>The training to be implemented will cover the following topics:</p> <ul style="list-style-type: none"> a. Training on General Order, Chapter 600, Section 615, entitled “Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Summons”; and b. Training on General Order [entitled] “Rules and Procedures for the Receipt, Custody, Delivery, and Disposition of Property Constituting Evidence” with the purpose of ensuring an effective control of the evidence from the beginning of a criminal act, in the collection thereof, and until it is presented at trial. c. Training on General Order, Chapter 600, Section 612, entitled “Authority of the Puerto Rico Police Department to Conduct Searches and Seizures.”
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	<ul style="list-style-type: none"> d. Training Program for Supervisors and High-Ranking Officers on the policies, writing techniques, and review of arrests, searches, and seizures reports. e. Train personnel assigned to the Command Center and Radio Control on how to use the automated system for the digital recording and storage of the communications between the immediate supervisor and the MPRPB through the Command Center and Radio Control communication channels.
Due Date	Training courses will be implemented as indicated in Appendix C – Training Implementation Process . (50% 12 months after approval of the general orders, and the remaining 50% 12 months thereafter)
TCA Assessment	<ul style="list-style-type: none"> a. The TCA has inspected signed training rosters at several Area Police stations and Zones of Excellence districts, as well as at the PRPD Academy. As of the end of February 2018, training on GO 600-615, Arrests and Summons, is at 95% (The remaining 5% untrained is due to leave of absences and otherwise officers not available for training). b. Approval of General Order “Rules and Procedures for the Receipt, Custody, Delivery, and Disposition of Property Constituting Evidence” is still pending, therefore, no training has commenced as of March 2018. c. Training on GO 600-612, Search and Seizure, is at 72% as of the end of February 2018, well on its way to 100% which is due in December 2018. d. Training for Supervisors and High-Ranking Officers on GO 600-612, Search and Seizure, is at 72% in general, which includes supervisors and high-ranking officials. e. The policy for this training was approved October 20, 2016, however, no training has been scheduled as of March 2018, as the system is still in development.

Recommendations	TCA to continue to monitor in conjunction with TCA IT expert.
TCA Rating	Timeframe was met. The Commonwealth of Puerto Rico is in partial compliance with the detailed step of the Action Plan.

Activity V.V.1.2

V.V.1.2	<p>The PRPB will begin training MPRPBs who belong to the following work units:</p> <ul style="list-style-type: none"> 1.2.1. Criminal Investigation Corps (SAIC); 1.2.2. Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC); 1.2.3. Bureau of Vehicle Theft Investigations (SAIC); 1.2.4. Arrests and Extraditions Division (SAIC); 1.2.5. Bureau of Internal Affairs (SARP); 1.2.6. Members of Joint Forces (SAIC); 1.2.7. Force Investigation Unit (FIU) (SARP); 1.2.8. Personnel assigned to Zones of Excellence (SAOC); 1.2.9. Division of Tactical Operations (DTO) and Division of Special Weapons and Tactics (SWAT) (SAOC); and 1.2.10. Bureau of Highway Patrols, Motorized Unit, Command Centers, and Radio Control (SAOC).
Due Date	
TCA Assessment	<p>The TCA has visited several PRPD sites (CIC's, Narcotics Unit, Auto Theft Units, Highway Patrol, Zones of Excellence, among others) during the months of December 2017 through March 2018 and has learned that PRPD is prioritizing these units for training on Search and Seizures and Arrests and Summons. The Units inspected by the TCA this period are on schedule with this training requirement.</p>
Recommendations	TCA to continue to monitor

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Compliance	<p>Timeframe was met.</p> <p>The Commonwealth of Puerto Rico is in partial compliance with the detailed step of the Action Plan.</p>
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Activity V.V.1.3

Activity 1.3	<p>The PRPB will continue training MPRPBs who belong to Districts, Precincts, and auxiliary superintendencies, taking the following into consideration:</p> <ul style="list-style-type: none"> 1.3.1 number of incidents per location; 1.3.2 number of incidents of domestic violence; 1.3.3 number of interventions with intoxicated persons; 1.3.4 number of arrests made; 1.3.5 number of tickets from police interventions; 1.3.6 number of complaints of incidents on the following grounds: assault; use of unjustified violence; physical or psychological coercion; and assault against an MPRPB; 1.3.7 distance from support units; 1.3.8 frequency of occurrence of demonstrations (i.e. mass protests); and 1.3.9 places inside the district and precinct that have been identified as having a high compiled criminal incidence.
Due Date	
TCA Assessment	<p>Training was concentrated at Specialized Units as of May 2017. However, as of March 2018, training has spread Department-wide regarding GO's under the Search and Seizure Action Plan. The PRPB has complied with the 50% training goal and is on its way to comply with the 100% goal.</p>
Recommendations	TCA to continue monitoring
Compliance	<p>Timeframe was met.</p> <p>The Commonwealth of Puerto Rico is in partial compliance with the detailed step of the Action Plan.</p>

VI. Feedback Committee Creation Objectives:**Activity V.VI.1.1**

Activity 1.1	Create a protocol to receive comments regularly from the offices of district attorneys, public defenders, and judges of the Commonwealth of Puerto Rico regarding the quality of the investigations, arrests, court testimony, and indications of improper conduct by MPRPBs.
Due Date	May, 2016
TCA Assessment	The TCA received a Protocol draft from PRPD on May 31, 2016. Protocol has not yet been approved as of March 2018. PRPB is still in discussion with the pertaining agencies.
Recommendations	TCA to monitor
Compliance	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance .

VIII. Self-Assessment Objectives:**Activity V.VII.1.1**

V.VII. 1.1	<p>PRPB, through the Office of the Reform, will use various data collection strategies and conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, training courses it provides, starting with Zones of Excellence and gradually continuing through all thirteen (13) police areas and auxiliary superintendencies, such as:</p> <ol style="list-style-type: none"> Using the training plan and training announcement issued by the SAEA for each of the courses to identify their start date, the time police areas and the corresponding auxiliary superintendencies have to complete the training, and the work units that will be given training priority. The training plans for each of the thirteen (13) police areas and auxiliary superintendencies, as approved by the SAEA, will also be considered to check the specific dates during which each training course identified in this Action Plan will be offered. The Office of Reform will verify that MPRPBs are participating in scheduled training courses by using the above-mentioned sources and the attendance records for each course. Conducting random visits to each of the thirteen (13) police areas and the corresponding auxiliary superintendencies using the training plan approved by the SAEA in order to guarantee that PRPB personnel are being trained in accordance with the syllabi, instructor handbooks, presentation, and assessment methodology approved by the TCA.
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	<p>c. Visiting each of the thirteen (13) police areas and the corresponding auxiliary superintendencies and conducting random reviews of files to verify that PPR-264, "Rights for Suspects in Custody Form," has been completed in each incident where there has been an interrogation, in accordance with the provisions of General Order, Chapter 600, Section 615, entitled "Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Summons."</p> <p>d. Visiting each of the thirteen (13) police areas and the corresponding auxiliary superintendencies and conducting random reviews of files to verify that PPR-82, "Conditions of People Arrested and Placed in a Cell," has been completed in each incident where an arrest and placement in a cell has been reported, in accordance with the provisions of General Order, Chapter 600, Section 615, entitled "Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Summons."</p> <p>e. Visiting each of the thirteen (13) police areas and conducting random reviews of files to verify that PPR-126, "Seized Property Inventory," has been completed in each incident where property was seized as a result of either an arrest or a search, and that the seizure has been reported in accordance with the provisions of General Order, Chapter 600, Section 612, entitled "Authority of the Puerto Rico Police Department to Conduct Searches and Seizures."</p>
Due Date	Not Applicable

TCA Assessment	<p>The TCA has been informed by the Reform Unit that it performs periodic audits of Units and Districts to inspect for training, and proper filling of PRPD forms, such as PPR-126, PPR-468, PPR-264, PPR-853, PPR-82, etc. TCA was present in February 2017 when a Reform Unit Lt. had conversation with Bayamon Auto Theft Unit Director about an audit the Lt. had conducted the week before at his unit. For this reporting period, December 2017 through March 2018, the Reform Unit continues to attend site visits with the TCA.</p> <p>a. Members of the PRPB have been attending training on these general orders (Search and Seizure Action Plan). TCA has verified that PRPD has attained the 50% goal on time and that it is on schedule to reach 100% on time as of this date.</p> <p>b. The TCA has been informed by the Reform Unit that it performs periodic audits of Units and Districts to inspect for training, and proper filling of PRPD forms, such as PPR-126, PPR-468, PPR-264, PPR-853, PPR-82, etc.</p> <p>c. The TCA has been informed by the Reform Unit that it has performed audits of various PRPD Districts/Precincts and Specialized Units. However, the process was cut short somewhat due to the two major hurricanes that heavily affected the island and many of the PRPB resources during the month of September 2017 and caused the government to declare a state of emergency that lasted for several months.</p> <p>d. The TCA has inspected dozens of PPR-82 along with members of the Reform Unit during this period, December 2017 through March 2018. They were well completed for the most part. The only faults found were that some in some units were not properly signed by the supervisors. This was called to the attention of the Directors and the Reform Unit for corrective action.</p>
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	e. The TCA has inspected dozens of PPR-126, "Seized Property Inventory" along with members of the Reform Unit during this period, December 2017 through March 2018. They were well completed.
Recommendations	TCA Monitor to continue to monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance .

Compliance Tables for Equal Protection

Action Plan

Section VI: Equal Protection and Non-Discrimination

Requirements: 80 to 100

Activity VI.I.1.1

VI.I 1.1	Collaborate in the review of Regulation 4216, “Puerto Rico Police Department Personnel Regulation,” so that it establishes mechanisms that guarantee equal protection of the law in the recruitment process. This policy will form part of the Recruitment, Selection, and Hiring Compliance Area Action Plan.
Due Date	
TCA Assessment	See Recruitment Action Plan
Recommendations	n/a
TCA Rating	For rating, see Recruitment Action Plan

Activity VI.I.1.2

VI.I 1.2	Collaborate in the review of General Order 2008-3 entitled “Rules and Procedures for the Evaluation of Members of the Police Department and Classified Personnel.” The evaluation process will establish criteria to evaluate MPRPBs in relation to whether they provide unbiased services. This policy will form part of the Supervision and Management Compliance Area Action Plan.
Due Date	
TCA Assessment	See Supervision Action Plan
Recommendations	
TCA Rating	For rating, see Supervision Action Plan

Activity VI.I.1.3

VI.I 1.3	Collaborate in the review of the “Regulation to Administer Promotional Exams in the Puerto Rico Police Department” so that these requirements are based on the knowledge, skills, and ability needed to perform administrative and supervisory tasks successfully in the principal substantive areas corresponding to the rank to which [a candidate] aspires to be promoted. This policy will form part of the Professionalization Compliance Area Action Plan.
Due Date	
TCA Assessment	See Professionalization
Recommendations	
TCA Rating	For rating, see Professionalization Action Plan

Activity VI.I.1.4

VI.I 1.4	Review Regulation 6508 entitled “Regulation to Establish the Public Policy and Procedure to File Sexual Harassment Complaints in the Puerto Rico Police Department.” This regulation will be amended and known as “Puerto Rico Police Department Internal Regulation to Prevent Harassment, Discrimination, and Retaliation.”
Due Date	March 31, 2015
TCA Assessment	Focus is now on training and implementation The TCA is aware that the USDOJ found the original assessment and rating of full compliance objectionable. PRPB has not approved a harassment regulation that complies with Title VII, the Settlement Agreement, or the TCA’s resolution of the USDOJ objections.
Recommendations	The TCA will continue to conduct annual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity VI.I.1.5

VI.I 1.5	Develop the PRPB Regulation to Establish Police Practices without Discrimination, Harassment, Improper Sexual Conduct, and Retaliation. It will cover PRPB processes for interacting with citizens Paragraphs 80,81, 84, 87,88,113,159, 163,167,168, 171, 172, 173, 177-181, and 205
Due Date	March 31, 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.6

VI.I 1.6	Develop General Order for the Investigation of Domestic Violence Incidents, which will repeal General Order 2006-4 entitled "Policy and Procedure for the Criminal Investigation of Domestic Violence Incidents," to establish clear and detailed guidelines from a victim-centered approach. Paragraphs 83, 98-100, 111(D), 111(E), and 113
Due Date	June 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct annual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.7

VI.I 1.7	Review General Order 2006-5 entitled “Reorganization of the Puerto Rico Police Department Domestic Violence Division.” Paragraphs 83, 98-100, 111(D), 111(E), and 113
Due Date	June 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.8

VI.I 1.8	Develop an Administrative Order for the Investigation of Domestic Violence Incidents Involving PRPB Employees, which will describe the processes to be followed when a PRPB employee is involved in a domestic violence incident. Paragraphs 83, 98-100, 111(D), 111(E), and 113
Due Date	June 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.9

VI.I 1.9	<p>Review General Order 2007-1 entitled “Duties and Responsibilities of Sexual Crimes and Child Abuse Divisions” to create a General Order for the Investigation of Sexual Assault Incidents establishing clear and detailed guidelines for investigation processes from a victim-centered approach. The processes to operate the sexual crimes hotline island-wide, 24 hours a day, 7 days a week will also be established.</p> <p>Paragraphs 93-97, 99, 205, 111(D), 111(E), and 113</p>
Due Date	September 2015
TCA Assessment	<p>On October 2, 2017, the Police Commissioner signed this Order.</p> <p>Focus is now on training and implementation</p>
Recommendations	The TCA will continue to conduct annual reviews of the policy
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity VI.I.1.10

VI.I 1.10	<p>Develop an Administrative Order to Investigate Sexual Assault Incidents for cases in which an incident of sexual assault involving PRPB employees occurs.</p> <p>Paragraphs 93-97, 99, 205, 111(D), 111(E), and 113</p>
Due Date	September 2015
TCA Assessment	<p>On August 8, 2017, the Police Commissioner signed the first revision of this policy.</p> <p>Focus is now on training and implementation</p>
Recommendations	The TCA will continue to conduct annual reviews of the policy
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity VI.I.1.11

VI.I 1.11	Develop General Order for Interaction with Transgender and Transsexual People to provide guidelines to address matters related to this group, including transportation, booking, custody, and medical treatment. Paragraphs 89, 38, 113, and 205
Due Date	October 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.12

VI.I 1.12	Develop General Order for Interaction with Foreigners Paragraphs 87-88,113,159,163, 167-168, 171-173, 177-181, and 205
Due Date	December 2015
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.13

VI.I 1.13	Review General Order 2000-3 entitled “Controls on the Use, Filing, and Final Disposition of Incident Reports (NIBRS) at the Puerto Rico Police Department.” Paragraphs 83, 85, 86, 91, 113, and 205
Due Date	August 2015 (Activity No. 13)
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.14

VI.I 1.14	Develop General Order for Hate Crime Data Collection and Management. Paragraphs 83, 85, 86, 91, 113, and 205
Due Date	April 2016 (Activity No. 14)
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.15

VI.I 1.15	Develop Hate Crime Management and Investigation Manual. The PRPB will use the FBI Hate Crime Data Collection [Guidelines and Training] Manual as a reference. Paragraphs 83, 85, 86, 91, 113, and 205
Due Date	April 2016 (Activity No. 15)
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct annual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.16

VI.I 1.16	Develop an Evaluation Protocol on Compliance with Best Practices for Operational Programs to review documents, forms, policies, and procedures related to arrests, traffic stops, searches, property seizures, and administrative complaints. Paragraphs 83, 85, 86, 91, 113, and 205
Due Date	June 2016 (Activity No. 16)
TCA Assessment	PRPB is likely to ask for an extension for the annual revision. The new policy should be ready by July 2018.
Recommendations	The TCA will continue to conduct annual reviews of the policy
TCA Rating	Timeframe was met initially . However, Police Commissioner requested substantial change to policy. The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity VI.I.1.17

VI.I 1.17	Review Special Order 2006-2 entitled “Rules and Procedures for the Criminal Investigation of Institutional Abuse and/or Negligence Complaints Related to Minors in Juvenile Correctional Institutions.” Paragraphs 83, 85-86, 91, 113, and 205
Due Date	August 2016
TCA Assessment	Focus is now on training and implementation
Recommendations	The TCA will continue to conduct anual reviews of the policy
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.I.1.18

VI.I 1.18	Review "Interagency Agreement for the Investigation of Allegations of Abuse in Juvenile Institutions." Paragraphs 92, 111 (D, E), and 113
Due Date	August 2016
TCA Assessment	PRPB and the other agencies have not finalized and implemented the MOU
Recommendations	The TCA will continue to conduct annual reviews of the policy. The PRPB must complete the MOU.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

II. Training Development Objectives:**Activity VI.II.1.1**

VI.II. 1.1	<p>1.1 The Auxiliary Superintendency for Education and Training will create courses to train all MPRPBs through certified instructors. The training courses are as follows:</p> <p>1.1.1 Training on the Puerto Rico Police Department Internal Regulation to Prevent Harassment, Discrimination, and Retaliation (Table 8), and</p> <p>1.1.2 PRPB Regulation to Establish Police Practices Free of Discrimination, Harassment, Improper Sexual Conduct, and Retaliation</p> <p>Paragraphs 80-81, 87-88, 144, 159,163, 167-168, 171-173, 177-181, and 205</p>
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in Appendix B – Training Design Process.
TCA Assessment	<p>The TCA reviewed and approved the training materials.</p> <p>For course 1.1.1 (the internal regulation), the regulation was signed by the Police Commissioner on February 2016.</p> <p>Training should have commenced on September 2016. Virtual training was scheduled for September 2017.</p> <p>The virtual training delay has an effect on 1.1.2, 1.1.11, 1.2.1, 1.2.2, and 1.3.7,</p>

	<p>There are serious issues pertaining to the technological implementation. PRPD is likely to request an extension of 6-12 months.</p> <p>There are at least five activities pending approval: user manual, certification protocol, terms for compliance, determination of hours per course, and run a technological capacity assessment.</p>
Recommendations	The TCA will continue to conduct anual reviews of the training materials
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Activity VI.II.1.2

VI.II. 1.1	<p>1.1 The Auxiliary Superintendency for Education and Training will create courses to train all MPRPBs through certified instructors. The training courses are as follows:</p> <p>1.1.1 Training on the Puerto Rico Police Department Internal Regulation to Prevent Harassment, Discrimination, and Retaliation (Table 8), and</p> <p>1.1.2 PRPB Regulation to Establish Police Practices Free of Discrimination, Harassment, Improper Sexual Conduct, and Retaliation</p> <p>Paragraphs 80-81, 87-88, 144, 159,163, 167-168, 171-173, 177-181, and 205</p>
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in Appendix B – Training Design Process.
TCA Assessment	<p>Training should have commenced on September 2016. Virtual training was scheduled for September 2017.</p> <p>The virtual training delay has an effect on 1.1.2, 1.1.11, 1.2.1, 1.2.2, and 1.3.7,</p> <p>There are serious issues pertaining to the technological implementation. PRPD is likely to request an extension of 6-12 months.</p> <p>There are at least five activities pending approval: user manual, certification protocol, terms for compliance, determination of hours per course, and run a technological capacity assessment.</p>
Recommendations	The TCA will continue to conduct anual reviews of the training materials

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TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan
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Activity VI.II.1.3

VI.II. 1.3	1.1.3 Training on Investigation of Domestic Violence Incidents. Paragraphs 93, 98, 99, and 100
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in Appendix B – Training Design Process.
TCA Assessment	The TCA reviewed and approved the training materials
Recommendations	The TCA will continue to conduct anual reviews of the training materials
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VI.II.1.4

VI.II. 1.4	<p>Training on Investigation of Sexual Assault Incidents.</p> <p>Paragraphs 93 through 99</p>
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in Appendix B – Training Design Process.
TCA Assessment	<p>On August 31, 2017, the Police Superintendent signed the policy.</p> <p>The TCA reviewed and approved the training materials</p>
Recommendations	The TCA will continue to conduct annual reviews of the training materials
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity VI.II.1.5

VI.II. 1.5	<p>Training on Identification of and Intervention with People from the Transgender and Transsexual Community.</p> <p>Paragraph 89.</p>
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in Appendix B – Training Design Process.
TCA Assessment	The TCA reviewed and approved the training materials
Recommendations	The TCA will continue to conduct anual reviews of the training materials
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity VI.II.1.6

VI.II. 1.6	<p>Training on Intervention with Foreigners</p> <p>Paragraph 87,88, 159, 163, 167, 168, 171-173, 177-181, and 205</p>
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in Appendix B – Training Design Process.
TCA Assessment	<p>The TCA reviewed and approved the training materials.</p> <p>Policy was approved on May 26, 2016.</p> <p>Training should have commenced through virtual training which was scheduled for December 2016.</p> <p>The virtual training delay has an effect on 1.1.2, 1.1.11, 1.2.1, 1.2.2, and 1.3.7.</p> <p>There are serious issues pertaining to the technological implementation. PRPD is likely to request an extension of 6-12 months.</p> <p>There are at least five activities pending approval: user manual, certification protocol, terms for compliance, determination of hours per course, and run a technological capacity assessment.</p> <p>There are at least five activities pending approval: user manual, certification protocol, terms for compliance, determination of hours per course, and run a technological capacity assessment.</p>

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Recommendations	The TCA will continue to conduct anual reviews of the training materials
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity VI.II.1.7

VI.II. 1.7	1.1.8 Training on Techniques to Collect Demographic Information.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in Appendix B – Training Design Process.
TCA Assessment	See IT Action Plan
Recommendations	
TCA Rating	For rating, see IT Action Plan

Activity VI.II.1.8

VI.II. 1.8	Training on Techniques to Collect Demographic Information
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in Appendix B – Training Design Process.
TCA Assessment	Policy has not been approved. No training materials.
Recommendations	
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity VI.II.1.9

VI.II. 1.9	1.1.9 Training on Hate Crime Data Collection, Management, and Investigation.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed according to process established in Appendix B – Training Design Process.
TCA Assessment	<p>Policy was approved on October 13, 2016.</p> <p>Virtual training was scheduled for May 2017.</p> <p>The virtual training delay has an effect on 1.1.2, 1.1.11, 1.2.1, 1.2.2, and 1.3.7,</p> <p>There are serious issues pertaining to the technological implementation. PRPD is likely to request an extension of 6-12 months.</p> <p>There are at least five activities pending approval: user manual, certification protocol, terms for compliance, determination of hours per course, and run a technological capacity assessment.</p>
Recommendations	
Compliance	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Activity VI.II.1.10

VI.II. 1.10	Training on Investigation of Incidents at Juvenile Institutions Related to Complaints of Institutional Abuse and/or Negligence against Minors.
Due Date	Designing training courses corresponding to policies will begin once policy has been approved and signed in accordance with process established in Appendix B – Training Design Process.
TCA Assessment	
Recommendations	
Compliance	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan</p>

Activity VI.II.1.11

VI.II. 1.11	MultiTopic training
Due Date	6 months after approval and signing of the “ <i>Regulation to Prohibit Discrimination, Harassment, and Retaliation</i> ” by superintendent (regulation was approved on April 13, 2016)
TCA Assessment	<p>Focus is now on implementation</p> <p>Policies were approved in 2016.</p> <p>Virtual training was scheduled for November 2016.</p> <p>The virtual training delay has an effect on 1.1.2, 1.1.11, 1.2.1, 1.2.2, and 1.3.7,</p> <p>There are serious issues pertaining to the technological implementation. PRPD is likely to request an extension of 6-12 months.</p> <p>There are at least five activities pending approval: user manual, certification protocol, terms for compliance, determination of hours per course, and run a technological capacity assessment.</p>
Recommendations	The TCA will continue to conduct annual reviews of the training materials

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Compliance	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan
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Activity VI.III.1.1

VI.III. 1.1	<p>To provide police services in an equitable, respectful, and unbiased manner; foster greater professionalization; promote more trust in the community; and prevent more crime, PRPB will implement training, new policies and procedures, equipment, technologies, operational and administrative strategies, among others.</p> <p>The training to be implemented will cover the following topics:</p> <ul style="list-style-type: none"> a. training on Regulation to Prohibit Discrimination, Harassment, and Retaliation (Table 21) b. training on investigation of domestic violence incidents (Table 21) c. training on investigation of sexual assault incidents (Table 21) d. training on gender identification and expression in the transgender and transsexual community (Table 20) e. training on intervention with foreigners (Table 21) f. use of automated system to prepare electronic incident reports (NIBRS), as established in the Information Systems and Technology Compliance Area Action Plan (Table 21) g. more effective techniques to collect demographic information accurately (Table 21) h. training on hate crime data collection, management, and investigation (Table 21) i. training on investigation of incidents at juvenile institutions regarding complaints of institutional abuse and/or negligence against minors (Table 20) j. multitopic training aimed at MPRPBs (Table 21) k. Multitopic training aimed at civilian employees of the PRPB (Table 21)
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Due Date	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of PRPB personnel through its certified instructors. The remaining fifty percent (50%) of the MPRPBs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on
TCA Assessment	Focus is now on implementation
Recommendations	
Compliance	Timeframe was not met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity VI.III.1.4

VI.III. 1.4	Sexual Crimes Hotline to answer calls island-wide 24 hours a day, 7 days a week. The Hotline will be implemented in accordance with the provisions and guidelines adopted in the Sexual Crimes General Order.
Due Date	After approval of policy
TCA Assessment	Focus is now on implementation. There were 965 calls in 2017 based on PRPB reports.
Recommendations	Next steps are to audit hotline information
Compliance	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan</p>

Activity VI.III.1.5

VI.III. 1.4	The SASG, through the Medical Services Office and the Division of Psychology of the PRPB, will implement the corresponding processes to evaluate the competence of MPRPBs who have been involved in sexual assault or domestic violence incidents and determine if their physical and/or mental state warrants disarming or rearming them, according to the corresponding policies of the PRPB.
Due Date	After approval of policy
TCA Assessment	Focus is now on implementation
Recommendations	Next steps are to audit PRPB documentation
Compliance	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan</p>

Activity VI.III.1.6

VI.III. 1.6	The SASG will establish guidelines and periodically evaluate the effectiveness of the programs, operational plans, initiatives, and activities, as well as the efficiency of its processes. The duties of the corresponding work unit at the SASG will include studying, analyzing, and evaluating work processes in PRPB units, proposing and developing measurement indicators for the service areas of the PRPB, and measuring and documenting the same. The corresponding work unit at the SASG must make recommendations to the superintendent about actions that must be taken to correct the identified deficiencies, taking into consideration generally accepted police practices.
Due Date	After approval of policy
TCA Assessment	Focus is now on implementation
Recommendations	Next steps are to audit PRPB documentation. To date, the TCA has not seen any protocol for evaluation in compliance with the appropriate schedule
Compliance	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Activity VI.IV.1.1

VI.III. 1.6	Develop crime rate data collection system using the criminal incident and resource allocation reporting system as a starting point to prepare electronic incident reports. This system is already being used in the Utuado Zone of Excellence as part of a pilot plan to evaluate its operation and to improve its processes. It will eventually be implemented in the remaining Zones of Excellence and other units as established in the Information Systems and Technology Compliance Area Action Plan. (Table 25)
Due Date	12 months (once NIBRS and any other policies affecting System are ready) (policy was approved on January 1, 2016)
TCA Assessment	See IT Action Plan
Recommendations	
Compliance	For rating, see IT Action Plan

Compliance Tables for Recruitment

Action Plan

Section VII. Recruitment, Selection, and Hiring

Requirements: 101 to 108

I. Policy and Procedure Development Objectives:

Activities:

Activity VII.I.1.1

VII.I.1.1	<p>Collaborate in the development of the General Order establishing the profile of PRPB officers as a guideline for the selection of the best suited and most qualified candidates. This profile consists of a description of the abilities, attitudes, and aptitudes that a candidate will need to hold the rank of officer efficiently and is made up of a set of standards describing the following:</p> <ul style="list-style-type: none"> • basic knowledge candidates must have to be an MPRPB; • abilities candidates must possess; • attitudes candidates must adopt; • aptitudes candidates will apply to demonstrate their competence; • outcomes officers will obtain in the performance of their duties; • contexts in which said performance takes place. <p>This set of standards is based on the ideal performance of an PRPB officer. This General Order is included in the Professionalization Compliance Area Action Plan.</p>
Due Date	September 2016

TCA Assessment	TCA has not reviewed a General Order establishing the profile of PRPB officers. Pending review.
Recommendations	The PRPB must make this a priority
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity VII.I.1.2

VII.I.1.2	Collaborate in the review of Public Law No. 53-1996, as amended, Puerto Rico Police Department Act, to adapt it to the requirements of the Agreement for the Sustainable Reform of the Puerto Rico Police Department and to require an associate degree or its equivalent as part of the requirements for MPRPB candidates. This activity was completed through Public Law No. 112 of July 30, 2014, which amended the PRPB Act. This policy will form part of the Policy and Procedure Compliance Area Action Plan .
Due Date	November 2017
TCA Assessment	Due to new DPS law, Public Law No. 53 has been vacated. Pending review.
Recommendations	TCA has not finished reviewing the General Order establishing the profile of PRPB officers. Pending review.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity VII.I.1.3

VII.I.1.3	Collaborate in the development of a draft bill to amend Public Law No. 53 of June 10, 1996, as amended, better known as the “Puerto Rico Police Department Act” to establish the probationary period evaluation requirements and the fact that hiring a person for the rank of cadet is provisional until the candidate completes the training, which will include 800 hours of field training. Once the above-mentioned requirements are met, the person will be promoted to the rank of officer. This activity is included in the Policy and Procedure Compliance Area Action Plan .
Due Date	March 2017
TCA Assessment	Due to new DPS law, Public Law No. 53 has been vacated. Pending review.
Recommendations	TCA assessment has not reviewed a General Order establishing the profile of PRPB officers. Pending review.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity VII.I.1.4

VII.I.1.4	Collaborate in the review of Regulations Number 4216, "PR Police Department Personnel Regulations," to establish eligibility criteria in the MPRPB candidate investigation process that will include a psychological evaluation, credit history, criminal record, employment history, use and abuse of controlled substances (including anabolic steroids), ability to work with diverse communities, and impartiality. To such effect, any candidate who meets the selection requirements and has passed each phase of the recruitment process satisfactorily will be included in a roster of eligible candidates for the rank of cadet. The roster of eligible candidates will be in effect for six (6) months. This policy will form part of the Policies and Procedures Compliance Area Action Plan .
Due Date	November 2017
TCA Assessment	Time period for eligible candidate list is still under discussion by the PRPB and DOJ. Pending review.
Recommendations	TCA assessment has not reviewed a General Order establishing the profile of PRPB officers. Pending review.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity VII.I.1.5

VII.I.1.5	Collaborate in the review of Regulations No. 6403, “Puerto Rico Police Department Officials and Employees Controlled Substance Detection Program Regulations,” to include the process to have PRPB candidates undergo controlled substance detection tests. This activity is part of the Administrative Complaints Action Plan.
Due Date	
TCA Assessment	
Recommendations	
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity VII.I.1.6

VII.I.1.6	Develop a General Order for the MPRPB Recruitment Program establishing clear guidelines and objectives to recruit MPRPB candidates. This General Order will establish the responsibilities of the PRPB Division of Recruitment director, whose duties are equivalent to those of the recruitment officer as established in the Agreement. The director will be responsible for implementing the MPRPB Recruitment Program . (Table 1)
Due Date	September 2016
TCA Assessment	<p>Decision to have a recruit class in 2018 has not yet been determined by the PRPB. Impact of General Order remains to be seen.</p> <p>Partial Compliance. After further review by the TCA Core Team, it is recommended that the PRPD receive partial compliance. Full compliance was not accomplished because the Department of Public Safety has not determined under Article 2.07 (Members of the Bureau of the Police: Income and Re-entry. [The Secretary shall establish, by regulation, the requisites of entry and re-entry of every member of the Bureau of the Police and shall have the authority to understand such matters) if the Puerto Rico Police Bureau was going to maintain a recruitment section and under what requirements.</p> <p>Former Commissioner Fraley reports that she had several meetings to determine what tasks of Human Resources would remain with the Commissioner and the Puerto Rico Police Bureau. She stated that she felt that recruitment should remain with the Puerto Rico Police Bureau and they would do the recruiting for regular police officers (cadets) and auxiliary police officers. The policy has been developed, but the Department of Public Safety has not yet made a final decision.</p>

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Recommendations	The Department of Public Safety needs to make a final decision on this General Order.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity VII.I.1.6

VII.I.1.7	The recruitment policies for undercover officers will be reviewed to guarantee compliance with the requirements established in the Agreement for the Sustainable Reform of the PRPB. This procedure will be established by the superintendent because of the nature of their duties, the security measures that will be taken, and the danger of the investigations conducted by said personnel. The review and implementation of this policy will, therefore, be strictly confidential. (Table 2)
Due Date	May 2017
TCA Assessment	Non-Compliance. The TCA Core Team reviewed a policy in regard to the recruitment for undercover officers in January 2018. The TCA denied additional extensions. Policy should be finalized by April 2018.
Recommendations	See above
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

II. Training Development Objectives:

Activity VII.II.1.6

VII.II.1.1	<p>The SAEA will develop a multi-topic training course aimed at the personnel who will work on the various phases of the recruitment process, which will address the following topics:</p> <p>1.1.1 General Order for MPRPB Recruitment (includes candidate eligibility requirements and rules and procedures to follow in each phase of the process);</p> <p>1.2.1 phases of recruitment process;</p> <p>1.3.1 guidance on effective recruitment interview techniques;</p> <p>1.4.1 applicable equal protection and non-discrimination statutes, as well as generally accepted police practices;</p> <p>1.5.1 candidate profile;</p> <p>1.6.1 informational guide on recruitment process; and</p> <p>1.7.1 techniques to interview members of community organizations. (Table 3)</p>
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	Given that the training course has not yet been developed, the TCA has not reviewed this multi-topic training course aimed at personnel who will work on the various phases of the recruitment process.
Recommendations	The TCA will continue training reviews in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Activity VII.II.1.2

VII.II.1.2	The SAEA will create a field investigations training course together with personnel from the Office of Safety and Protection assigned to SAIC in order to train investigators on criminal record investigation techniques and PRPB candidate recruitment procedures to continue professionalizing the personnel and to strengthen the community's trust and help provide police services in an equitable, respectful, and unbiased manner in accordance with generally accepted police practices. (Table 4)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process
TCA Assessment	Given that the training course has not yet been developed, the TCA has not reviewed this
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

III. Implementation Objectives:

Activity VII.III.1.1

VII.III.1.1	The recruitment officer of the PRPB superintendent will be the Division of Recruitment director, who will be responsible for implementing the General Order for the PRPB Recruitment Program together with a task force that includes officers with various work experiences and for establishing alliances with historically unrepresented groups in the PRPB. (Table 5)
Due Date	August 2017
TCA Assessment	Partial Compliance. After further review by the TCA Core Team, it is recommended that the PRPD receive partial compliance. Full compliance was not accomplished because the Department of Public Safety has not determined under Article 2.07 (Members of the Bureau of the Police: Income and Re-entry. [The Secretary shall establish, by regulation, the requisites of entry and re-entry of every member of the Bureau of the Police and shall have the authority to understand such matters]) if the Puerto Rico Police Bureau was going to maintain a recruitment section and under what requirements. The TCA will seek information on whether a recruitment officer has been name, whether a Task Force has been formed, and other related matters.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity VII.III.1.2

VII.III.1.2	With the purpose of defining and standardizing the various phases that make up the PRPB recruitment process and guarantee the uniformity of the same for all candidates for the position of cadet, the recruitment officer and his or her task force will develop a flowchart of the various phases of the recruitment process, from the announcement to the selection, which will allow for the specification and standardization of the process in equal conditions for all candidates. The limitations and weaknesses of the process will be discovered by analyzing it to make it more streamlined and efficient to successfully attract and promote the hiring of qualified candidates, pursuant to the applicable non-discrimination statutes and protecting candidates' rights in accordance with generally accepted police practices. This flowchart will be included in the General Order for the MPRPB Recruitment Program . (Table 6)
Due Date	September 2016
TCA Assessment	A recruitment flowchart has not been developed or submitted to the TCA Core Team.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity VII.III.1.3

VII.III.1.3	Develop an informational and procedures brochure or guide for candidates for the position of cadet at the PRPB that will provide guidance and help them identify various aspects of the recruitment process so that they can successfully complete it.
Due Date	September 2016
TCA Assessment	A hard copy recruitment guide/brochure has not been developed by the PRPD, however, there is one available on the PRPD website.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan</p>

Activity VII.III.1.4

VII.III.1.4	<p>Develop and implement an attractive advertising campaign to promote recruiting PRPB candidates targeted at various sectors of the community in educational institutions (including high schools), job fairs, shopping centers, press, radio, military bases, social networks, public service programs offered by the television media, and the PRPB webpage. To such effect, the PRPB will carry out the following activities:</p> <ul style="list-style-type: none"> • Publish the minimum requirements established to qualify for the position of cadet on the PRPB webpage and the government portal. The announcement and requirements for candidates will also be published in local, regional, and national newspapers. • Develop informational brochures about the recruitment process including the minimum requirements and steps to follow to complete the process successfully, which will be distributed at the various job fairs that will be organized throughout the island. • Design a recruitment poster with the requirements that must be met to become a candidate for the position of cadet and general information about the recruitment process, which will be distributed at various universities, technical colleges, and educational, shopping, and community centers. (Table 8)
Due Date	Once the Superintendent has made the decision and vacant positions and budgets have been identified.
TCA Assessment	Decision to have a recruit class in 2018 has not yet been determined by the PRPD. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Activity VII.III.1.5

VII.III.1.5	The PRPB Office of Safety and Protection will establish an Analysis, Control, and Quality Committee to guarantee the integrity and reliability of job candidate investigations. (Table 9)
Due Date	When recruitment process begins.
TCA Assessment	Decision to have a recruit class in 2017 has not yet been determined by the PRPB. TCA assessment has not reviewed information on Analysis, Control, and Quality Committee. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity VII.III.1.6

VII.III.1.6	The PRPB and the SAEA will establish performance evaluation requirements that comply with the objectives required by the PRPB. The evaluation of cadets will establish parameters to evaluate their performance, aptitude, and abilities during their training period at the PRPB Academy, which will include 800 hours of field training. Once they have passed the training, they will be promoted to the rank of officer. (Table 10)
Due Date	After recruitment and after training requirements are met cadets will be officers.
TCA Assessment	<p>Performance evaluation requirements have been established by the PRPB and SAEA.</p> <p>General Order 702 for the SAEA was signed and published, as well as the General Order that pertains to cadet training and performance evaluation requirements. The curriculum (all course material) has to be revised every 6 months regardless of scheduled classes. The General Order identifies the months that the revisions are required. Additionally, performance evaluations for faculty members was included in the General Order.</p>
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity VII.III.2.1

VII.III.2.1	<p>Within the twelve (12) months following the final approval of the training material of the Recruitment Manual and the Multi-topic Workshop on the recruitment process and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of PRPB employees. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The following topics will be addressed:</p> <p>2.1.1 General Order for MPRPB Recruitment (includes candidate eligibility requirements and rules and procedures to follow in each phase of the process);</p> <p>2.1.2 phases of recruitment process;</p> <p>2.1.3 guidance on effective recruitment interview techniques;</p> <p>2.1.4 applicable equal protection and non-discrimination statutes, as well as generally accepted police practices;</p> <p>2.1.5 candidate profile;</p> <p>2.1.6 informational guide on recruitment process; and</p> <p>2.1.7 techniques to interview members of community organizations. (Table 11)</p>
Due Date	Training will be implemented as indicated in Appendix C – Training Implementation Process.

TCA Assessment	Decision to have a recruit class in 2017 has not yet been determined by the PRPB. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

IV Self-Assessment Activities:**Activity VII.IV.1.1**

VII.IV.1.1	The PRPB, through the Office of Reform, will conduct periodic, specific, and random monitoring of the different activities, services, investigations, and training courses.
Due Date	May 2017
TCA Assessment	<p>The PRPB Report adequately documents PRPB's self-assessment process.</p> <p>Members of the Reform conduct random monitoring of the different activities, services, investigations and training courses with Members of the TCA Core Team on site visits.</p>
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity VII.IV.1.2

VII.IV.1.2	On an annual basis, [the PRPB] will compile a random sample of the work MPRPBs are performing to verify the positions available.
Due Date	May 2017
TCA Assessment	The PRPB Report adequately documents PRPB's self-assessment process
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VII.IV.1.3

VII.IV.1.3	The Implementation and Compliance Section of the Office of Reform, together with the Analysis, Control, and Quality Committee of the Office of Safety and Protection, will develop a Candidate Investigation Monitoring Program to ensure compliance with the Job Candidate Investigation Guide and guarantee high-quality, efficient investigations.
Due Date	May 2017
TCA Assessment	The TCA Core Team has not reviewed a Job Candidate Investigation Guide will guarantee high-quality, efficient investigations.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity VII.IV.1.4

VII.IV.1.4	The Implementation and Compliance Section of the Office of Reform, together with the Analysis, Control, and Quality Committee of the Office of Safety and Protection, will design the evaluation instrument to conduct efficient, high-quality monitoring of the components of the recruitment process.
Due Date	May 2017
TCA Assessment	The TCA Core Team has not reviewed a Job Candidate Investigation Guide will guarantee high-quality, efficient investigations.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Compliance Tables for Policies

Action Plan

Section VIII. Policies and Procedures

Requirements: 109 to 116

Compliance Area Summary:

Assessment: no applicable

I. Policy and Procedure Development Objectives:

Activities:

Activity VIII.I.1.1

VIII.I.1.1	Develop a draft bill to amend Public Law Number 53 of June 10, 1996, as amended, known as the “Puerto Rico Police Department Act,” to adapt it to the requirements established in the Agreement for the Sustainable Reform of the PRPB. Paragraphas 109, 110
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Due Date	March 2017
TCA Assessment	With the implementation of the new DPS law (Act 20-2017), Law Number 53 (Act 53-1996) has been vacated
Recommendations	See TCA Message. PRPB needs administrative and operational framework under Act 20.
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan. To date, PRPB has not addressed the issue of how will codify relevant provisions of the Agreement in the absence of Law 53.</p>

Activity VIII.I.1.2

VIII.I.1.2	Review General Order, Chapter 100, Section 102, entitled “Reorganization of the Puerto Rico Police Department Organizational Structure,” with the purpose of adjust said General Order to the changes resulting from the creation and reorganization of other work units and the Agreement. Paragraphas 109, 110
Due Date	September 2017
TCA Assessment	See TCA Message. PRPB needs administrative and operational framework under Act 20.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan.

Activity VIII.I.1.3

VIII.I.1.3	Review General Order, Chapter 100, Section 106, entitled “Creation of the Office of the Assistant Superintendent for Field Operations,” to incorporate the changes in the structure and duties of the Office of the Assistance Superintendent for Field Operations and the Zones of Excellence. Paragraphs 109, 110, 111 (a)
Due Date	November 2016
TCA Assessment	PRPB reviewed the above policy with TCA input during the past reporting period. The new revision should be ready by September 2018. PRPB is likely to request an extension. New policy must take into account new structure of PRPB under Act 20 and other organizational changes.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was initially met . Timeframe was not met for annual revision. The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan.

Activity VIII.I.1.4

VIII.I.1.4	Review General Order, Chapter 100, Section 111, entitled “Creation and Functional Organization of the Office of Reform,” to adjust it to the changes that have been made after its creation.
Due Date	October 2016
TCA Assessment	Signed by Superintendent April 2015. Revised October 2016. PRPB is likely to request extension to determine role of the Reform unit under the DSP.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met . However, the annual revision has been delayed. The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity VIII.I.1.5

VIII.I.1.5	Review General Order, Chapter 100, Section 107, entitled “Creation of the Office of the Assistant Superintendent for Criminal Investigations,” to incorporate the changes made in the organizational structure to comply with the provisions of the Agreement.
Due Date	September 2016
TCA Assessment	PRPB reviewed above order with TCA input during the past reporting period
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.I.1.6

VIII.I.1.6	Develop a General Order establishing the organizational and functional structure of the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons, as well as its duties and responsibilities, in accordance with the Agreement and generally accepted police practices.
Due Date	April 2016
TCA Assessment	PRPB developed the above order with TCA input during last reporting period Signed by Superintendent Sept/2016
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.I.2.1

VIII.I.2.1	Review Regulations No. 4216, entitled “Puerto Rico Police Department Personnel Regulations,” in its entirety to adapt it to Public Law No. 53-1996, as amended, known as the “Puerto Rico Police Department Act of 1996;” to Public Law No. 184-2004, as amended, known as the “Public Service Human Resources Administration Act;” to other applicable legislation; and to the requirements of the Agreement for the Sustainable Reform of the PRPB. The Regulations will also clarify that they will only apply to the personnel belonging to the PRPB Rank System.
Due Date	November 2017
TCA Assessment	See TCA Message. PRPB needs administrative and operational framework under Act 20. Policy is under review to adapt to Ley 20-2017, Ley 26-2017 y Ley 8-2017. PRPB is likely to ask for an extensión. The new policy is scheduled for June 2018.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan.

Activity VIII.I.3.1

VIII.I.3.1	Review AO 2015-1-IV, entitled “Administrative Order for Traffic Stops,” to adapt it to the new generally accepted police practices in relation to the services provided to people and police interventions with them.
Due Date	March 2016
TCA Assessment	Pending, waiting approval of the Superintendent.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.I.3.2

VIII.I.3.2	Review Uniform Crime Reporting Handbook (NIBRS).
Due Date	November 2016
TCA Assessment	NIBRS manual approved Jan 2016.
Recommendations	Continue review in accordance with Agreement requirements. Review Pilot status and forms in July and August with PRPB (see IT Action Plan Section IV.1.2.1 Table 30)
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan until NIBRS training is in place.</p>

Activity VIII.I.4.1

VIII.I.4.1	Review the corresponding Memoranda of Understanding with federal and state agencies to adapt them to the Agreement and establish requirements that federal agencies must meet to request the services of PRPB officers, procedures that federal agencies must follow in relation to MPRPBs assigned to task forces in order to comply with the Agreement, and required processes, such as training, performance evaluations and reporting of any incident of improper conduct or use of force by MPRPBs under their supervision, among others.
Due Date	February 2017
TCA Assessment	The PRPB submitted a list of proposed changes. The TCA reviewed the list, but has not seen these changes implemented.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan until TCA recommendations are in place.

Activity VIII.I.4.2

VIII.I.4.2	Develop an Operations Manual establishing the rules and procedures that MPRPBs assigned to the investigation units of the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons will follow to incorporate the new and revised policies in accordance with state and federal laws and generally accepted police practices related to searches, seizures, arrests, and extraditions. This Operations Manual will be classified as confidential due to the nature of the operations conducted, the protection and confidentiality of the logistics during the time it takes to search for information, the danger of the investigations, and the security measures that these MPRPBs must take.
Due Date	November 2016
TCA Assessment	It is the understanding of the TCA that this Manual is currently being worked on.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity VIII.I.4.3

VIII.I.4.3	Develop a Procedures Manual for Investigators of the Criminal Investigation Corps to standardize the processes conducted during the entire criminal investigation in order to meet the fundamental requirements in accordance with the law and generally accepted police practices and to safeguard the confidentiality of the same. This Operations [sic] Manual will be classified as confidential due to the nature of the operations conducted, the protection and confidentiality of the logistics during the time it takes to search for information, the danger of the investigations, and the security measures that these MPRPBs must take.
Due Date	November 2016
TCA Assessment	Procedures Manual for CIC Investigators developed by PRPB and approved by TCA during the past reporting period. Annual revision scheduled for April 2018. FBI contributed to this policy.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.I.5.1

VIII.I.5.1	Review Special Order No. 2010-7, entitled “Local Monthly Academies,” to establish the procedure that will be followed when developing the continuous monthly training and at the beginning of each shift or service periods; and to record and certify the discussion of general orders and/or administrative orders during local “academies” as an alternate valid method to the training offered by the SAEA in order to supplement the 40 hours of formal training in accordance with the Supervision and Management Compliance Area.
Due Date	October 2016
TCA Assessment	The Special order has been developed, and approved by the TCA
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.I.6.1

VIII.I.6.1	<p>Develop a General Order to create the Virtual Library on the PRPB webpage where all policies and procedures in force, as well as the different forms, will be published and indexed so that PRPB employees can easily access them and the general public can also have access to the information. Thus, people from the community and MPRPBs will be able to access laws, regulations, policies, and procedures applicable to the PRPB that are not confidential. A section will be established in this webpage where people from the community can submit comments about policies and procedures in process or approved by the superintendent. The comments will be evaluated and analyzed by the Office of Reform and, if they are in keeping with generally accepted police practices and the respective Constitutions and laws of the United States of America and the Commonwealth of Puerto Rico, they will be incorporated, as appropriate, during the annual reviews. This activity is included in the Information Systems and Technology Action Plan.</p>
Due Date	December 2016

TCA Assessment	<p>To date has not been established by IT Bureau. According to IT Action Plan pending finalization of all policies before implemented.</p> <p>The PRPB is likely to request an extension. New Policy should be scheduled for July 2018.</p>
Recommendations	
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Activity VIII.I.6.2

6.2	Develop an Administrative Order establishing the rules and procedures PRPB personnel must follow to protect the copyrights of graphic works and photos and the source codes of software, among others, produced by the PRPB. (Table 15)
Due Date	October 2016
TCA Assessment	Changed from Administrative Order to a Regulation. The Regulation required process through PR Administrative Law. It was approved, but never implemented. The PRPB will create a General Order.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan until General Order is developed

Activity VIII.I.7.1

VIII.I.7.1	Review General Order 73-4, entitled “Rules and Procedures for the Tactical Operations Unit.” This policy is included in the Use of Force Action Plan .
Due Date	
TCA Assessment	See Use of Force (boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.2

VIII.I.7.2	Develop General Order for the Mobilization of the Division of Special Weapons and Tactics (SWAT). This policy is included in the Use of Force Action Plan .
Due Date	
TCA Assessment	See use of Force (boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.3

VIII.I.7.3	Develop Protocol to Regulate K-9 [Officers] in Patrolling Duties. This policy is included in the Use of Force Action Plan .
Due Date	
TCA Assessment	See Use of Force (boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.4

VIII.I.7.4	Develop General Order for Crowd Control and Incident Management. This policy is included in the Use of Force Action Plan .
Due Date	
TCA Assessment	See Use of Force (Boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.5

VIII.I.7.5	Develop General Order to Create Force Investigation Unit (FIU). This policy is included in the Use of Force Action Plan .
Due Date	
TCA Assessment	See use of Force (boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.6

VIII.I.7.6	Review General Order 2010-14, entitled “Creation of the Office of the Assistant Superintendent for Professional Responsibility.” This policy is included in the Administrative Complaints Action Plan .
Due Date	
TCA Assessment	See administrative complaints (boxes)
Recommendations	
TCA Rating	For rating, see the Administrative Complaints Action Plan.

Activity VIII.I.7.7

VIII.I.7.7	Review Regulations 6506, entitled “Regulations to Process Administrative Complaints against Members of the Force and Civilian Personnel who Work at the PRPB,” to adopt the new “ Regulations to Receive, Process, and Manage Administrative Complaints. ” This policy is included in the Administrative Complaints Action Plan.
Due Date	
TCA Assessment	See administrative complaints (boxes)
Recommendations	
TCA Rating	For rating, see the Administrative Complaints Action Plan.

Activity VIII.I.7.8

VIII.I.7.8	Develop the Administrative Complaint Investigation Procedures Manual. This policy is included in the Administrative Complaints Action Plan .
Due Date	
TCA Assessment	See administrative complaints (boxes)
Recommendations	
TCA Rating	For rating, see the Administrative Complaints Action Plan.

Activity VIII.I.7.9

VIII.I.7.9	Review General Order 2010-1, entitled “Reorganization of the Internal Audit Office.” This policy is included in the Supervision and Management Action Plan .
Due Date	
TCA Assessment	See Supervision Action Plan (boxes)
Recommendations	
TCA Rating	For rating, see the Supervision Action Plan.

Activity VIII.I.7.10

VIII.I.7.10	Develop Procedures Manual establishing Guidelines to Conduct Operational and Administrative Inspections. This policy is included in the Supervision and Management Action Plan .
Due Date	
TCA Assessment	See Supervision Action Plan (boxes)
Recommendations	
TCA Rating	For rating, see the Supervision Action Plan.

Activity VIII.I.7.11

VIII.I.7.11	Review Regulations No. 6403, entitled “Puerto Rico Police Department Officials and Employees Controlled Substance Detection Program Regulations.” This policy is included in the Administrative Complaints Action Plan .
Due Date	
TCA Assessment	See Administrative Complaints (boxes)
Recommendations	
TCA Rating	For rating, see the Administrative Complaints Action Plan.

Activity VIII.I.7.12

VIII.I.7.12	Review General Order, Chapter 600, Section 605, entitled “Report and Investigation of Use-of-Force Incidents by Members of the Puerto Rico Police Department.” This policy is included in the Use of Force Action Plan .
Due Date	
TCA Assessment	See Use of Force (boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.13

VIII.I.7.13	Develop General Order to establish the Force Review Boards. This policy is included in the Use of Force Action Plan .
Due Date	
TCA Assessment	See Use of Force (boxes)
Recommendations	
TCA Rating	For rating, see the Use of Force Action Plan.

Activity VIII.I.7.14

VIII.I.7.14	Develop General Order for the Investigation of Domestic Violence Incidents. This policy is included in the Equal Protection and Non-Discrimination Action Plan .
Due Date	
TCA Assessment	See Equal Protection (boxes)
Recommendations	
TCA Rating	For rating, see the Equal Protection Action Plan.

Activity VIII.I.7.15

VIII.I.7.15	Develop Administrative Order for Intervention in Domestic Violence Incidents Involving PRPB Employees. This policy is included in the Equal Protection and Non-Discrimination Action Plan .
Due Date	
TCA Assessment	See Equal Protection (boxes)
Recommendations	
TCA Rating	For rating, see the Equal Protection Action Plan.

Activity VIII.I.7.16

VIII.I.7.16	Develop General Order for the Investigation of Sexual Assault Incidents. This policy is included in the Equal Protection and Non-Discrimination Action Plan .
Due Date	
TCA Assessment	See Equal Protection (boxes)
Recommendations	
TCA Rating	For rating, see the Equal Protection Action Plan.

Activity VIII.I.7.17

VIII.I.7.17	Develop General Order for the Investigation of Sexual Assault Incidents. This policy is included in the Equal Protection and Non-Discrimination Action Plan .
Due Date	
TCA Assessment	See Equal Protection (boxes)
Recommendations	
Compliance	For rating, see the Equal Protection Action Plan.

Activity VIII.I.7.18

VIII.I.7.18	Develop Administrative Order to Investigate Sexual Assault Incidents for cases in which an incident of sexual assault involving PRPB employees occurs. This policy is included in the Equal Protection and Non-Discrimination Action Plan .
Due Date	
TCA Assessment	See Equal Protection (boxes)
Recommendations	
TCA Rating	For rating, see the Equal Protection Action Plan.

Activity VIII.I.7.19

VIII.I.7.19	Develop General Order for the MPRPB Recruitment Program establishing clear guidelines and objectives to recruit MPRPB candidates. This policy is included in the Recruitment, Selection, and Hiring Action Plan .
Due Date	
TCA Assessment	See Recruitment Action Plan (boxes)
Recommendations	
TCA Rating	For rating, see the Recruitment Action Plan.

Activity VIII.I.7.20

VIII.I.7.20	Develop General Order establishing the rules and procedures for the Cadet Training Program. This policy is included in the Training Action Plan .
Due Date	
TCA Assessment	See Training Action Plan
Recommendations	
TCA Rating	For rating, see the Training Action Plan.

Activity VIII.I.7.21

VIII.I.7.21	Review General Order, Chapter 700, Section 701, entitled “Creation of the Operational Supervision Officers Program.” This policy is included in the Training Action Plan .
Due Date	
TCA Assessment	See Training Action Plan
Recommendations	
TCA Rating	For rating, see the Training Action Plan.

Activity VIII.I.7.22

VIII.I.7.22	Review Operations Manual of the Field Training Program (FTOs). This policy is included in the Training Action Plan .
Due Date	
TCA Assessment	See Training Action Plan
Recommendations	
TCA Rating	For rating, see the Training Action Plan.

Activity VIII.I.7.23

VIII.I.7.23	Develop Administrative Order establishing the rules and procedures for the development and implementation of training and re-training for PRPB employees. This policy is included in the Training Action Plan .
Due Date	
TCA Assessment	See Training Action Plan
Recommendations	
TCA Rating	For rating, see the Training Action Plan.

II. Training Development Objectives:

Activity VIII.II.1.1

VIII.II.1.1	<p>The Office of the Assistant Superintendent for Education and Training will develop a Multi-topic Training Program to train all MPRPBs assigned to SAIC on the law, applicable case law, and the rules and procedures to follow when conducting criminal investigations. The Program will begin with training on the following topics: (Table 16)</p> <ul style="list-style-type: none"> 1.1.1 criminal law; 1.1.2 Rules of Criminal Procedure; 1.1.3 evidence law; 1.1.4 constitutional and civil rights; 1.1.5 criminal investigation techniques; 1.1.6 interview and interrogation techniques; 1.1.7 scene work; 1.1.8 court testimony; 1.1.9 criminal photography; and 1.1.10 preparation of files and reports. <p>MPRPBs assigned to the SAIC will also take training corresponding to the following policies during the period established on the timeline:</p>
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	<p>1.1.11 General Order, Chapter 100, Section 107, entitled “Creation of the Office of the Assistant Superintendent for Criminal Investigations”; and</p> <p>1.1.12 Operational Manual for Criminal Investigation Corps Investigator Procedures.</p>
Due Date	
TCA Assessment	Training module not yet developed
Recommendations	
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Activity VIII.II.1.2

VIII.II.1.2	<p>The Office of the Assistant Superintendent for Education and Training will develop a Multi-topic Training Program to train all MPRPBs assigned to the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons on the following topics: (Table 17)</p> <ul style="list-style-type: none"> 1.2.1 criminal law; 1.2.2 Rules of Criminal Procedure; 1.2.3 evidence; 1.2.4 criminal investigation techniques; 1.2.5 interview and interrogation techniques; 1.2.6 Confidential Special Order 2010-1; 1.2.7 police corruption; 1.2.8 identification of controlled substances; 1.2.9 undercover operations; 1.2.10 controlled substance sale surveillance; 1.2.11 court testimony; 1.2.12 forensic photography and video 1.2.13 General Order to create the “Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons”; and 1.2.14 Operations Manual establishing the rules and procedures that MPRPBs assigned to the investigation units of the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons will follow.
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Due Date	
TCA Assessment	Training module not yet developed
Recommendations	
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity VIII.II.2.1

VIII.II.2.1	The Office of the Assistant Superintendent for Education and Training will develop a training course aimed at all MPRPBs on the law, applicable case law, and the rules and procedures to follow when conducting traffic stops in various scenarios, answering emergency calls, and inspecting motor vehicles, among others. (Table 18)
Due Date	
TCA Assessment	Training module not yet developed
Recommendations	
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity VIII.II.3.1

VIII.II.3.1	The Office of the Assistant Superintendent for Education and Training will develop a training course aimed at all MPRPBs on the Uniform Crime Reporting Handbook (NIBRS) . (Table 19)
Due Date	
TCA Assessment	Training module not yet developed. This should be ready by November 2018
Recommendations	
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

III. Training Implementation Objective:

Activity VIII.III.1.1

VIII.III.1.1	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all MPRPBs assigned to the SAIC on the topics included in the Multi-topic Program. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The Multi-topic Training Program that will be implemented will address the following topics:</p> <ul style="list-style-type: none"> i. criminal law; ii. Rules of Criminal Procedure; iii. evidence law; iv. constitutional and civil rights; v. criminal investigation techniques; vi. interview and interrogation techniques; vii. scene work; viii. court testimony; ix. criminal photography; x. preparation of files and reports;
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	<ul style="list-style-type: none"> xi. General Order, Chapter 100, Section 107, entitled “Creation of the Office of the Assistant Superintendent for Criminal Investigations”; and xii. Operational Manual for Criminal Investigation Corps Investigator Procedures.
Due Date	
TCA Assessment	
Recommendations	
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Activity VIII.III.1.2

VIII.III.1.2	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all MPRPBs assigned to the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.</p> <p>The Multi-topic Training Program that will be implemented will address the following topics: (Table 21)</p> <ul style="list-style-type: none"> 1.1.1 criminal law; 1.1.2 Rules of Criminal Procedure; 1.1.3 evidence law; 1.1.4 criminal investigation techniques; 1.1.5 interview and interrogation techniques; 1.1.6 Special Confidential Order 2010-1; 1.1.7 police corruption; 1.1.8 controlled substances identification; 1.1.9 undercover operations;
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	<p>1.1.10 controlled substance sale surveillance;</p> <p>1.1.11 court testimony;</p> <p>1.1.12 forensic photography and video;</p> <p>1.1.13 General Order to create the “Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons”; and</p> <p>1.1.14 Operations Manual establishing the rules and procedures that MPRPBs assigned to the investigation units of the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons will follow.</p>
Due Date	
TCA Assessment	
Recommendations	
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Activity VIII.III.1.3

VIII.III.1.3	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all MPRPBs on the law, applicable case law, and the rules and procedures that must be followed when conducting traffic stops in various scenarios, answering emergency calls, and inspecting motor vehicles, among others. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.</p>
Due Date	
TCA Assessment	
Recommendations	
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Activity VIII.III.1.4

VIII.III.1.4	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of all MPRPBs on the Uniform Crime Reporting Handbook (NIBRS) . The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.
Due Date	
TCA Assessment	
Recommendations	
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

IV. Implementation Objectives:**Activity VIII.IV.1.1**

VIII.IV.1.1	The PRPB will develop a Strategic Plan for Implementation in Zones of Excellence establishing the goals, objectives, and activities aimed at measuring the percentage of MPRPBs who have been trained on each of the implemented policies to comply with the procedures related to the eleven (11) compliance areas included in the Reform Agreement. (Table 24)
Due Date	
TCA Assessment	TCA has not seen strategic plan. However, training progress is above 90% in all areas
Recommendations	
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.IV.1.2

VIII.IV.1.2	Hold local “academies” at each work unit based on the guidelines provided by the PRPB to ensure that the PRPB personnel know the policies and procedures established by the Agency.
Due Date	ongoing
TCA Assessment	The TCA has visited local academies during the Core Team filed visits and has reviewed training logs
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

V. Self-Assessment Objectives**Activity VIII.V.1.1**

VIII.V.1.1	<p>The PRPB, through the Office of Reform, will evaluate the effectiveness of the rules and procedures adopted in its policies and the knowledge acquired in the training of PRPB employees. The results of these evaluations will be analyzed to measure the level of knowledge, attitudes, aptitudes, and abilities; to identify if there is a substantial deficiency; and, if necessary, to take the corrective actions in the policies, training courses, and re-training courses so that the procedures adopted are feasible, operationally enforceable, and sustainable. This activity will be conducted through an Evaluation Protocol on Compliance with Operational Programs Best Practices, which will help measure the effectiveness of the rules and training of PRPB employees by reviewing documents, forms, policies, and procedures related to arrests, traffic stops, searches, property seizures, and administrative complaints to ensure that police services are provided in an equitable, respectful, and unbiased manner; attaining ongoing professionalization of MPRPBs; restoring the community's trust; and effectively preventing crime based on generally accepted police practices and without prejudice on the basis of race, color, ethnicity, national origin, religion, sex, age, disability, sexual orientation, gender identity or expression, or political beliefs or affiliation and pursuant to the rights, privileges, and immunities guaranteed or protected by the respective Constitutions and laws of the</p>
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	United States and the Commonwealth of Puerto Rico. The development of this Protocol will be part of the Equal Protection and Non-discrimination Compliance Area Action Plan.
Due Date	ongoing
TCA Assessment	
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.V.1.2

VIII.V.1.2	The PRPB, through the Office of Reform, will submit a monthly report to the superintendent on the policies and procedures scheduled as of the date submitted so that collaborators from the various Offices of the Assistant Superintendents can provide draft policies and procedures in advance on the date scheduled for each of them and avoid affecting their delivery to the TCA and USDOJ.
Due Date	ongoing
TCA Assessment	
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.V.1.3

VIII.V.1.3	The PRPB, through the Office of Reform, will submit a monthly report to the superintendent on the progress of the policies and procedures, according to the due date and status of each with the TCA and USDOJ.
Due Date	ongoing
TCA Assessment	
Recommendations	
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.V.1.4

VIII.V.1.4	On a monthly basis, the PRPB, through the Office of Reform, will verify that the corresponding policies have been delivered as scheduled, including the annual reviews established in the Agreement. In the event of noncompliance, it will evaluate the situation that resulted in not delivering the policy or procedure on the scheduled date and prepare a report for the superintendent stating the reasons for the noncompliance, its findings and recommendations, and any agreements reached with the TCA and USDOJ.
Due Date	ongoing
TCA Assessment	
Recommendations	
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.V.1.5

VIII.V.1.5	The Implementation and Compliance Section of the Office of Reform will compile the statistical data and information needed to ensure that MPRPBs are being informed about the new and revised policies and procedures established by the PRPB through the local “academies.” This will allow the PRPB to obtain the statistical data and information needed to make sure that MPRPBs are receiving the corresponding training and to measure progress and the level of compliance during the first twelve (12) months and the twelve (12) months following the final approval of the training material, starting with the Zones of Excellence and, afterwards, according to the priority work units established in this Action Plan. It will also identify the aspects that need to be corrected or amended.
Due Date	ongoing
TCA Assessment	
Recommendations	
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity VIII.V.1.6

VIII.V.1.6	The PRPB, through the Office of Reform, will evaluate the recommendations received from all PRPB employees and people from the community in relation to all the policies and procedures in force that are not confidential in nature. The comments will be evaluated and analyzed by the Office of Reform and, if they are in keeping with generally accepted police practices and the respective Constitutions and laws of the United States of America and the Commonwealth of Puerto Rico, they will be incorporated, as appropriate, during the annual reviews.
Due Date	ongoing
TCA Assessment	
Recommendations	
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Compliance Tables for Training

Section IX. Training

Requirements: 117 to 134

Activity IX.I.1.1

IX.I.1.1	Develop a General Order establishing the rules and procedures of the Prior-to-Service Education and Training Program (Cadets) and the review of said curricula.
Due Date	October 2016
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has complied with the requirement outlined in the Action Plan. The General Order for pre-service training has been approved, signed and distributed to PRPD personnel. It was signed on 12 April 2017 as OG 700-702.
Recommendations	Continue annual reviews in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity IX.I.1.2

IX.I.1.2	Develop the new PRPB Academy Student Regulations, which will repeal Regulations No. 7669, entitled “Puerto Rico Criminal Justice College Student Regulations,” to adapt them to the amendments to Public Law No. 53-1996, as amended, known as the “Puerto Rico Police Department Act,” and with the requirements of the Agreement.
Due Date	July 27, 2017
TCA Assessment	In progress.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	<p>Evaluation deferred: Timeframe: not due yet</p> <p>Evaluation deferred: Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed during this reporting period</p>

Activity IX.I.1.3

IX.I.1.3	Review General Order, Chapter 100, Section 108, entitled “Creation of the Office of the Assistant Superintendent for Education and Training,” to incorporate the requirements included in the Reform Agreement and establish, among other things, the powers and responsibilities in relation to guaranteeing that PRPB employees receive full and effective training aimed at protecting their security and that of the people through theoretical and practical training and re-training that integrate community policing principles and that these principles promote equitable, respectful, and unbiased police services. The selection, certification, and recertification processes and the responsibilities of instructors will also be included. Furthermore, the duties and responsibilities of PRPB training coordinators will be established.
Due Date	September 2016
TCA Assessment	General Order entitled “Creation of the Office of the Assistant Superintendent for Education and Training,” has been approved by the Superintendent.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity IX.I.1.4

IX.I.1.4	Develop an Administrative Order establishing the rules and procedures to develop and implement training and re-training for PRPB employees. It will also include the rules and procedures for enrollment, compiling information (statistics), files, and certification of training and re-training taken by PRPB personnel, as well as the electronic distribution of the annual Training Plan prepared by the SAEA and the PRPB training coordinators.
Due Date	August 2017
TCA Assessment	Administrative order establishing rules and procedures to develop and implement training and retraining for PRPD employees is currently in place.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity IX.I.1.5

IX.I.1.5	Review General Order, Chapter 700, Section 701, entitled “Creation of the Operational Supervision Officers Program,” to adapt it to the Operations Manual of the Field Training Program and the requirements of the Agreement.
Due Date	March 2016
TCA Assessment	The TCA has been monitoring PRPB’s progress. To date PRPB has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity IX.I.1.6

IX.I.1.6	Review the Operations Manual of the Field Training Program (FTOs) to adapt it to the new and revised policies established at the PRPB.
Due Date	March 2017
TCA Assessment	<p>Review of the Operational Manual of the Field Training Program has been approved by the TCA and approved by the Superintendent to adapt it to the new and revised policies established at the PRPB.</p> <p>The final Field Operations Manual was approved on 13 September 2016. The OG 700-702 was approved, signed and distributed to PRPD personnel.</p>
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity IX.I.1.7

IX.I.1.7	Review General Order 88-1, entitled “Rules and Procedures for the Appearance of Police Department Personnel at Court and Administrative Proceedings,” to adapt it to the requirements of the Agreement and make sure that appearances at court and administrative proceedings will not affect MPRPB attendance at the training established in the different Action Plans. The Protocols establishing the processes to follow to carry out the appropriate coordination are included in the Searches and Seizures and the Supervision and Management Action Plans .
Due Date	November 2016
TCA Assessment	General Order 88-1 entitled “Rules and Procedures for the Appearance of Police Department Personnel at Court and Administrative Proceedings” has not yet been approved. The TCA has been monitoring PRPB’s progress. PRPB has not complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	For rating, see Supervision and Search and Seizure Action Plans [non-compliance]

II. Pre-service Training Development Objectives:**Activity IX.II.1.1**

IX.II.1.1	The Criminal Justice College ceased to exist on July 30, 2014, with the passing of Public Law No. 112-2014, which repealed Public Law No. 155-1999, as amended, that had created the Criminal Justice College. Thus, the SAEA no longer offers college degrees, and as such, the accreditations of the Puerto Rico Council on Higher Education or the Middle States Association of Colleges and Schools are no longer required. To such effect, the SAEA took steps to request the closing of the CJC and submitted certification number 2015-175 signed by Mr. Ricardo Aponte Parsi, chairman of the Puerto Rico Council on Higher Education, acknowledging the closing of the Gurabo and Villalba campuses of the Criminal Justice College effective July 30, 2014. The TCA requested a copy of the certification. The SAEA has assumed responsibility for the CJC, thus complying with requirement number 118 of the Agreement.
Due Date	See Schedules B & C.
TCA Assessment	General Order has been approved but may be changed. The TCA has been monitoring PRPB's progress. PRPB has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	n/a

Activity IX.II.2.1

IX.II.2.1	<p>The SAEA will develop a Prior-to-Service Education and Training Program (cadets), which will consist of at least nine hundred (900) contact hours. The Program will be based on an analysis of factors, which will include, but will not be limited to, the following topics:</p> <ul style="list-style-type: none"> 2.1.1 criminology; 2.1.2 fundamentals of communication and writing reports and forms; 2.1.3 basic techniques in the use and management of force; 2.1.4 fundamentals of psychology and human relations in the police context; 2.1.5 ethical police principles; 2.1.6 criminal law; 2.1.7 introduction to human and civil rights; 2.1.8 basic use and handling of firearms; 2.1.9 physical efficiency; 2.1.10 special legislation; 2.1.11 criminal procedure; 2.1.12 searches and seizures; 2.1.13 fundamentals of the administration of the Traffic Act; 2.1.14 psychosocial and investigative aspects of domestic violence, sexual harassment, and LGBTTIQ communities; 2.1.15 conflict mediation and resolution; 2.1.16 intermediate use and handling of firearms;
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	<p>2.1.17 intermediate techniques in the use and management of force;</p> <p>2.1.18 certification in the use and handling of pepper spray;</p> <p>2.1.19 introduction to juvenile justice;</p> <p>2.1.20 Rules of Evidence and court testimony;</p> <p>2.1.21 organizational conduct in the police context;</p> <p>2.1.22 criminal investigation;</p> <p>2.1.23 management and protocol in crisis situations;</p> <p>2.1.24 operational skills simulated scenarios;</p> <p>2.1.25 community policing;</p> <p>2.1.26 cybernetics in criminal investigation;</p> <p>2.1.27 blood pathogens, response in cases of emergency, and basic first-aid skills;</p> <p>2.1.28 interview and interrogation; and</p> <p>2.1.29 equal protection and non-discrimination (homeless persons) and human trafficking.</p>
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	Prior-to-Service Education and Training Program (cadets) has been approved by the TCA and the Superintendent.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met

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	The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan
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III. Field Training Development Objectives:**Activity IX.III.1.1**

IX.III.1.1	<p>The SAEA will develop the FTO Training Program to train future FTOs or re-train MPRPBs who have previously acted as FTOs. It will consist of a minimum of eighty (80) contact hours, which include theory and practice. The Training and Re-training Program will be based on an analysis of factors, which will include, but will not be limited to, the following topics: (Table 9)</p> <ul style="list-style-type: none"> 1.1.1 Agreement requirements; 1.1.2 introduction to the Field Training Program; 1.1.3 use of force and use-of-force incident reports; 1.1.4 reports and forms; 1.1.5 criminal law and criminal procedure; 1.1.6 civil rights (focused on protections against unreasonable searches and seizures and equal protection and non-discrimination); 1.1.7 Traffic Act and traffic stops; 1.1.8 sexual harassment and other prohibited employment practices; 1.1.9 criminal investigation; 1.1.10 supervision and management; 1.1.11 arrests and citations; 1.1.12 mechanics of the arrest;
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	<p>1.1.13 searches and seizures;</p> <p>1.1.14 community policing (effective conflict resolution techniques);</p> <p>1.1.15 interaction with transgender and transsexual persons;</p> <p>1.1.16 intervention with foreigners;</p> <p>1.1.17 weapons authorized by the PRPB;</p> <p>1.1.18 police ethics;</p> <p>1.1.19 crisis intervention;</p> <p>1.1.20 Operations Manual of the Field Training Program; and</p> <p>1.1.21 basic teaching techniques.</p>
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	<p>FTO Training Program has been developed, implemented, and approved by the TCA and the Commissioner.</p> <p>The General Order for pre-service training has been approved, signed and distributed to PRPD personnel. It was signed on 12 April 2017 as OG 700-702.</p>
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity IX.III.1.2

IX.III.1.2	<p>The PRPB will develop the Field Training Program for recently graduated officers, which will consist of at least nine hundred (900) hours of practice and be divided into four (4) phases as detailed below:</p> <p>1.2.1 Phase I – Integration – Response to Incidents Not Constituting an Emergency;</p> <p>1.2.2 Phase II – Response to Incidents Constituting an Emergency;</p> <p>1.2.3 Phase III – Activities while Patrolling; and</p> <p>1.2.4 Phase IV – Criminal Investigations.</p>
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process
TCA Assessment	The Field Training Program has been developed, implemented, and approved by the TCA and the Superintendent.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

IV. Training and Re-training Implementation Objectives:

A. Pre-service Training Program:

Activity IX.IV.A.1.1

IX.IV.A.1.1	<p>The SAEA will implement a Prior-to-Service Education and Training Program (cadets) that will consist of at least nine hundred (900) contact hours. The Program will be based on an analysis of factors, which will include, but will not be limited to, the following topics: (Table 11)</p> <ul style="list-style-type: none"> 1.1.1 criminology; 1.1.2 fundamentals of communication and writing reports and forms; 1.1.3 basic techniques in the use and management of force; 1.1.4 fundamentals of psychology and human relations in the police context; 1.1.5 ethical police principles; 1.1.6 criminal law; 1.1.7 introduction to human and civil rights; 1.1.8 basic use and handling of firearms; 1.1.9 physical efficiency; 1.1.10 special legislation; 1.1.11 criminal procedure; 1.1.12 searches and seizures;
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	<p>1.1.13 fundamentals of the administration of the Traffic Act;</p> <p>1.1.14 psychosocial and investigative aspects of domestic violence, sexual harassment, and LGBTTIQ communities;</p> <p>1.1.15 conflict mediation and resolution;</p> <p>1.1.16 intermediate use and handling of firearms;</p> <p>1.1.17 intermediate techniques in the use and management of force;</p> <p>1.1.18 certification in the use and handling of pepper spray;</p> <p>1.1.19 introduction to juvenile justice;</p> <p>1.1.20 Rules of Evidence and court testimony;</p> <p>1.1.21 organizational conduct in the police context;</p> <p>1.1.22 criminal investigation;</p> <p>1.1.23 management and protocol in crisis situations;</p> <p>1.1.24 operational skills simulated scenarios;</p> <p>1.1.25 community policing;</p> <p>1.1.26 cybernetics in criminal investigation;</p> <p>1.1.27 blood pathogens, response in cases of emergency, and basic first-aid skills;</p> <p>1.1.28 interview and interrogation; and</p> <p>1.1.29 equal protection and non-discrimination (homeless persons) and human trafficking.</p>
Due Date	Training will be implemented as indicated in Appendix C – Training Implementation Process.

TCA Assessment	Prior-to-Service Education and Training Program (cadets) has been approved by the TCA and the Superintendent. The TCA has been monitoring PRPB's progress. PRPB has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

B. Field Training Program:**Activity IX.IV.B.1.1**

IX.IV.B.1.1	<p>It will consist of a minimum of eighty (80) contact hours, which include both theory and practice. The Training and Re-training Program will be based on an analysis of factors, which will include, but will not be limited to, the following topics: (Table 12)</p> <ul style="list-style-type: none"> 1.1.1 Agreement requirements; 1.1.2 introduction to the Field Training Program; 1.1.3 use of force and use-of-force incident reports; 1.1.4 reports and forms; 1.1.5 criminal law and criminal procedure; 1.1.6 civil rights (focused on protections against unreasonable searches and seizures and equal protection and non-discrimination); 1.1.7 Traffic Act and traffic stops; 1.1.8 sexual harassment and other prohibited employment practices; 1.1.9 criminal investigation; 1.1.10 supervision and management; 1.1.11 arrests and citations; 1.1.12 mechanics of the arrest; 1.1.13 searches and seizures; 1.1.14 community policing (effective conflict resolution techniques);
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	<p>1.1.15 interaction with transgender and transsexual persons;</p> <p>1.1.16 intervention with foreigners;</p> <p>1.1.17 weapons authorized by the PRPB;</p> <p>1.1.18 police ethics;</p> <p>1.1.19 crisis intervention;</p> <p>1.1.20 Operations Manual of the Field Training Program; and</p> <p>1.1.21 basic teaching techniques.</p>
Due Date	Training will be implemented as indicated in Appendix C – Training Implementation Process.
TCA Assessment	The Training and Retraining Program has been developed and implemented by PRPB and approved by the TCA and the Superintendent. The TCA has been monitoring PRPB's progress. PRPB has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity IX.IV.B.2.1

IX.IV.B.2.1	Phase I – Integration – Response to Incidents Not Constituting an Emergency; Phase II – Response to Incidents Constituting an Emergency; Phase III – Activities while Patrolling; and Phase IV – Criminal Investigations. (Table 13)
Due Date	Training will be implemented as indicated in Appendix C – Training Implementation Process.
TCA Assessment	The TCA has been monitoring PRPB's progress. PRPB has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

V. In-Service Training and Re-training Development and Implementation

Objectives:

Activity IX.V.1.1

IX.V.1.1	<p>The PRPB, through the SAEA, will create a Multi-topic Training Program to develop employees' ethical and professional thinking and values with the collaboration of the Office of Government Ethics (OGE), as stipulated in the Mutual-Aid Agreement between the two agencies. These training courses will be part of the continuing education and certified as contact hours by the OGE. The Program will include, but will not be limited to, the following topics:</p> <ul style="list-style-type: none"> 1.1.1 General Order 617 – MPRPB Code of Ethics; 1.1.2 Police Ethics and Integrity; 1.1.3 Ethical Leadership; 1.1.4 Ethical Attitudes in the Workplace; 1.1.5 Ethical Principles in Management and Supervision (this training course is contemplated in the Supervision and Management Compliance Area Action Plan); 1.1.6 Managing Emotions for Ethical Coexistence; 1.1.7 Community Policing Principles (this training course is contemplated in the Community Engagement and Public Information Compliance Area Action Plan); 1.1.8 Techniques to guide and manage MPRPBs in an effective manner and promote effective and ethical police practices (effective supervision) (this training is contemplated in the Supervision and Management Compliance Area Action Plan); and
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	1.1.9 Federal and Commonwealth discrimination legislation and PRPB policy (this training is contemplated in the Equal Protection and Non-Discrimination Compliance Area Action Plan).
Due Date	See Schedules B & C
TCA Assessment	The TCA has been monitoring PRPB's progress. PRPB has not complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity IX.V.1.2

IX.V.1.2	<p>The PRPB, through the SAEA, will create a Training Program for all members of the Promotion Exams Board to guarantee that promotions in the PRPB will be in keeping with equal employment opportunity principles and discrimination legislation and comply with the three (3) areas of educational activities—cognitive, affective, and psychomotor—needed to perform successfully the management and supervisory tasks related to the requirements of the rank that the candidates wish to obtain. The Program will include, but will not be limited to, the following topics:</p> <p>1.2.1 Agreement for the Sustainable Reform of the Puerto Rico Police Department;</p> <p>1.2.2 designing exams to measure cognitive activities;</p> <p>1.2.3 <i>(this was blank in the master document)</i></p> <p>1.2.4 drafting questions that will measure knowledge, comprehension, application, and analysis; and</p> <p>1.2.5 designing and preparing question banks for each topic that will be examined.</p>
Due Date	See Schedules B & C
TCA Assessment	The TCA has been monitoring PRPD's progress. PRPD has not complied with the requirement outlined in the Action Plan. The TCA has not reviewed a training program for all members of the Promotions Exams Board.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met

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	The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan
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Activity IX.V.1.3

IX.V.1.3	The SAEA will create a Multi-topic Training Program to train MPRPBs who have passed the promotion exams before assuming the responsibilities of their new rank. The Program will be designed taking into consideration the profile corresponding to each rank and will consist of at least forty (40) contact hours. These training courses will be contemplated in the Supervision and Management Compliance Area Action Plan.
Due Date	See Schedules B & C
TCA Assessment	The TCA has been monitoring PRPB's progress. PRPB has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Training Implementation Activities:**Activity IX.V.1.3**

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of PRPB personnel to develop ethical and professional thinking and values through and with the collaboration of the personnel from the Office of Government Ethics Ethical Thinking Development Center (CDPE, Spanish acronym). The remaining fifty percent (50%) of the PRPB personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the Professionalization Action Plan .
Due Date	See Schedules B & C
TCA Assessment	The TCA has been monitoring PRPB's progress. PRPB has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Professionalization Action Plan

B. Use of Force Compliance Area**Training Development Activities:**

1.1	<p>To achieve a reduction in use-of-force incidents, promote professionalization, [achieve] equality in the provision of services, and restore the community's trust, all Members of the PRPB will be trained in use of force at least every two (2) years during the first four (4) years after the Agreement herein comes into effect. Thereafter, all use-of-force policies and training will be evaluated one (1) time per year so that they conform to the applicable law and generally accepted police practices. The training courses corresponding to this compliance area are detailed below:</p> <p>1.1.1 Review Training on the Use and Handling of Impact Weapons;</p> <p>1.1.2 Review Training on the Use and Handling of Chemical Agents;</p> <p>1.1.3 Develop Training Program for the Members of the Force Review Board;</p> <p>1.1.4 Review Training on the Use and Handling of Service Weapons;</p> <p>1.1.5 Review Training on the Use and Handling of Electronic Control Weapon;</p> <p>1.1.6 Review Training on Use-of-Force Rules and Investigation Report on Use-of-Force Incidents by Members of the Puerto Rico Police Department;</p> <p>1.1.7 Develop Training for Force Investigation Unit;</p> <p>1.1.8 Develop Multi-topic Training on the Mobilization of the Tactical Operations Unit;</p> <p>1.1.9 Develop Multi-topic Training on the Mobilization of the Division of Special Weapons and Tactics ("SWAT");</p>
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	<p>1.1.10 Develop Training on Less-Lethal Munitions and Other Technology;</p> <p>1.1.11 Develop Training on Crowd Control and Incident Management for MPRPBs and Specialized Tactical Units;</p> <p>1.1.12 Develop Training on Rules for the Management of Police Pursuits;</p> <p>1.1.13 Develop Training on Driving Vehicles in Emergency Situations and Police Pursuits;</p> <p>1.1.14 Develop Training for Patrol Dog Handlers;</p> <p>1.1.15 Develop Training on the Use and Management of the Automated System to Prepare Electronic Incident Reports (this activity will be carried out in accordance with the Equal Protection and Non-Discrimination Action Plan);</p> <p>1.1.16 Develop Training for Behavioral or Mental Health Crisis Response for MPRPBs belonging to the CIT (this activity will be carried out in accordance with the Use of Force Action Plan); and</p> <p>1.1.17 Develop Training on Behavioral or Mental Health Crisis Response for MPRPBs (this activity will be carried out in accordance with the Use of Force Action Plan).</p>
Due Date	See Schedules B & C
TCA Assessment	The TCA has been monitoring PRPB's progress. PRPB has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA rating	See Use of Force Action Plan

Training Implementation Activities:

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of MPRPBs . The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. Priority groups for training and re-training are established in the Use of Force Action Plan .
Due Date	See Schedules B & C
TCA Assessment	The TCA has been monitoring PRPB's progress. PRPB has complied with the requirement outlined in the Action Plan.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Use of Force Action Plan

C. SEARCHES AND SEIZURES COMPLIANCE AREA

Training Development Activities:

1.1	<p>To achieve a reduction of civil right violation incidents, promote professionalization, achieve equality in the provision of services, and strengthen the community's trust, the PRPB will train all its members on the corresponding arrest, search, and seizure policies at least every two years during the first four years after this Agreement comes into effect, and on a yearly basis thereafter. The training courses will be evaluated on a yearly basis so that they are in keeping with the applicable law and generally accepted police practices. The design of the training courses mentioned below is included and duly explained in the Searches and Seizures Action Plan. The Program will include, but will not be limited to, the following topics:</p> <p>1.1.1 Training on General Order, Chapter 600, Section 615, entitled "Authority of the Puerto Rico Police Department to Conduct Arrests and Serve Citations";</p> <p>1.1.2 Training on General Order, Chapter 600, Section 612, entitled "Authority of the Puerto Rico Police Department to conduct Searches and Seizures."</p> <p>1.1.3 Training Program for Supervisors and High-Ranking Officers on the policies, writing techniques, and review of arrests, searches, and seizures reports.</p> <p>1.1.4 Training on General Order entitled "Rules and Procedures for the Receipt, Custody, Delivery, and Disposition of Property Constituting Evidence" with the purpose of ensuring an effective control of the evidence from the beginning of a criminal act, to the collection thereof, until it is presented at trial. This activity is included in the Searches and Seizures Compliance Area Action Plan; and</p>
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	1.1.5 Training for the personnel assigned to the Command Center and Radio Control on how to use the automated system for the digital recording and storage of communications between the immediate supervisor and the MPRPB through the Command Center and Radio Control communication channels.
Due Date	See Schedules B & C.
TCA Assessment	<p>The TCA has been monitoring PRPB's progress. To date PRPB has complied with 1.1.1 through 1.1.4 the requirement outlined in the Action Plan and the Agreement.</p> <p>1.1.5 Training for the personnel assigned to the Command Center and Radio Control on how to use the automated system for the digital recording and storage of communications between the immediate supervisor and the MPRPB through the Command Center and Radio Control communication channels has not been developed.</p>
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Search and Seizure Action Plan

Training Implementation Activities:

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of MPRPBs . The remaining fifty percent (50%) of the MPRPBs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the Searches and Seizures Action Plan .
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPB's progress.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Search and Seizure Action Plan

D. EQUAL PROTECTION AND NON-DISCRIMINATION COMPLIANCE AREA

Training Development Activities

1.1	<p>To provide police services in an equitable, respectful, and unbiased manner, with greater professionalization; promote more trust in the community; and do more crime prevention, training courses will be developed for PRPB personnel based on best practices, without prejudice on the basis of race, color, ethnicity, national origin, religion, sex, age, disability, sexual orientation, gender identity, gender expression, or political beliefs or affiliation in accordance with the rights, privileges, and immunities guaranteed or protected by the respective Constitutions and laws of the United States and the Commonwealth. The training courses corresponding to this compliance area are detailed below:</p> <ul style="list-style-type: none"> 1.1.1 Training on the PRPB Internal Regulations to Prevent Harassment, Discrimination, and Retaliation; 1.1.2 PRPB Regulations to Establish Police Practices without Discrimination, Harassment, Improper Sexual Conduct, and Retaliation; 1.1.3 Training on Investigation of Domestic Violence Incidents; 1.1.4 Training on Investigation of Sexual Assault Incidents; 1.1.5 Training on Identification of and Intervention with Persons from the Transgender, Transsexual, and Intersexual Community; 1.1.6 Training on Intervention with Foreigners; 1.1.7 Training on Use of Automated System to Prepare Electronic Incident Reports (NIBRS), as established in the Implementation Plan developed by the BT; 1.1.8 Training on Techniques to Collect Demographic Information; 1.1.9 Training on Hate Crime Data Collection, Management, and Investigation;
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	1.1.10 Training on Investigation of Incidents at Juvenile Institutions Related to Complaints of Institutional Abuse and/or Negligence against Minors in Institutions for Juvenile Delinquents.
Due Date	Training not yet due.
TCA Assessment	Syllabus equal protection and non-discrimination training development objective on March 2017 was referred to the TCA for review and approval including CAD 101-System Operator Data Collection. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Equal Protection Action Plan

1.2	<p>Multi-topic Training Program aimed at MPRPBs will be offered every two (2) years during the first (4) years of the Agreement, and once a year thereafter. The core topics that will sequentially make up the training will include, but will not be limited to, the following:</p> <ul style="list-style-type: none"> 1.2.1 constitutional rights and other legal principles related to equal protection and non-discrimination included in federal and state legislation; 1.2.2 protection of civil rights as a cornerstone of the police mission; 1.2.3 suspicious, arbitrary, and stereotypical classifications; 1.2.4 unbiased police conduct; 1.2.5 community perspective on discriminatory police conduct; 1.2.6 key points and critical aspects of prohibition against discrimination that could have an effect on incidents and at operational planning levels; 1.2.7 interaction with diverse populations, including the homeless, economically disadvantaged people, and the LGBTTIQ community, among others; and 1.2.8 methods, strategies, and techniques to reduce misunderstandings, conflicts, and complaints resulting from perception of bias or discrimination.
Due Date	See Schedules B & C.
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Equal Protection Action Plan

1.3	<p>Training courses for PRPB personnel belonging to the Classified System (civilian employees). The Program will include, but will not be limited to, the following topics:</p> <p>1.3.1 Training on PRPB Internal Regulations to Prevent Harassment, Discrimination, and Retaliation; and</p> <p>1.3.2 PRPB Regulations to Establish Police Practices without Discrimination, Harassment, Improper Sexual Conduct, and Retaliation.</p>
Due Date	Training not yet due.
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Equal Protection Action Plan

1.4	<p>Multi-topic training aimed at PRPB personnel belonging to Classified System (civilian employees) will be offered every two (2) years during the first four (4) years of the Agreement, and once a year thereafter. The core topics that will sequentially make up the training include the following:</p> <p>1.4.1 constitutional rights and other legal principles related to equal protection and non-discrimination included in federal and state legislation, such as Title VII;</p> <p>1.4.2 interaction with diverse populations, including the homeless, economically disadvantaged people, and the LGBTTIQ community, among others; and</p> <p>1.4.3 methods, strategies, and techniques to reduce misunderstandings, conflicts, and complaints resulting from perception of bias or discrimination.</p>
Due Date	See Schedules B & C.
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Equal Protection Action Plan

Training Implementation Activities:

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of MPRPBs . The remaining fifty percent (50%) of the MPRPBs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the Equal Protection and Non-Discrimination Action Plan .
Due Date	Training not yet due.
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Equal Protection Action Plan

E. RECRUITMENT, SELECTION, AND HIRING COMPLIANCE AREA**Training Development Activities:**

1.1	<p>The SAEA will develop a multi-topic training course aimed at the personnel who will work on the various phases of the recruitment process, which will address the following topics:</p> <p>1.1.1 General Order for MPRPB Recruitment (includes candidate eligibility requirements, and rules and procedures to follow in each phase of the process);</p> <p>1.1.2 phases of recruitment process;</p> <p>1.1.3 guidance on effective recruitment interview techniques;</p> <p>1.1.4 applicable equal protection and non-discrimination statutes, as well as generally accepted police practices;</p> <p>1.1.5 candidate profile;</p> <p>1.1.6 informational guide on recruitment process; and</p> <p>1.1.7 techniques to interview members of community organizations.</p>
Due Date	Training not yet due.
TCA Assessment	PRPB has not approved a recruit class for 2018.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Recruitment Action Plan

1.2	The SAEA will create a field investigations training course together with personnel from the Office of Safety and Protection assigned to SAIC in order to train investigators on criminal record investigation techniques and PRPB candidate recruitment procedures to professionalize the personnel and restore the community's trust and help provide police services in an equitable, respectful, and unbiased manner in accordance with generally accepted police practices.
Due Date	Training not yet due.
TCA Assessment	PRPB has not approved a recruit class for 2018.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Recruitment Action Plan

Training Implementation Activities:

1.1	The recruitment officer assigned by the PRPB superintendent will be the director of Division of Recruitment, who will be responsible for implementing the General Order for the MPRPB Recruitment Program along with a task force that includes officers with various work experiences to establish alliances with historically unrepresented groups in the PRPB. The priority groups for training and re-training are established in the Recruitment, Selection, and Hiring Action Plan .
Due Date	Training not yet due.
TCA Assessment	General Order on recruitment has been developed, approved by the TCA, but has yet to be approved by the Superintendent.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Recruitment Action Plan

F. POLICIES AND PROCEDURES COMPLIANCE AREA

Training Development Activities:

1.1	<p>The Office of the Assistant Superintendent for Education and Training will develop a Multi-topic Training Program to train all MPRPBs assigned to SAIC on the law, applicable case law, and the rules and procedures to follow when conducting criminal investigations. The Program will begin with training on the following topics:</p> <ul style="list-style-type: none"> 1.1.1 criminal law; 1.1.2 Rules of Criminal Procedure; 1.1.3 evidence law; 1.1.4 constitutional and civil rights; 1.1.5 criminal investigation techniques; 1.1.6 interview and interrogation techniques; 1.1.7 scene work; 1.1.8 court testimony; 1.1.9 criminal photography; and 1.1.10 preparation of files and reports. <p>MPRPBs assigned to the SAIC will also take training corresponding to the following policies during the period established on the timeline</p> <ul style="list-style-type: none"> 1.1.11 General Order, Chapter 100, Section 107, entitled “Creation of the Office of the Assistant Superintendent for Criminal Investigations”; and 1.1.12 Operational Manual for Criminal Investigation Corps Investigator Procedures.
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Due Date	Training not yet due.
TCA Assessment	PRPB has yet to provide the TCA training materials to review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.2	<p>The Office of the Assistant Superintendent for Education and Training will develop a Multi-topic Training Program to train all MPRPBs belonging to the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons about the following topics:</p> <ul style="list-style-type: none"> 1.2.1 criminal law; 1.2.2 Rules of Criminal Procedure; 1.2.3 evidence law; 1.2.4 criminal investigation techniques; 1.2.5 interview and interrogation techniques; 1.2.6 Special Confidential Order 2010-1; 1.2.7 police corruption; 1.2.8 identification of controlled substances; 1.2.9 undercover operations; 1.2.10 controlled substance sale surveillance; 1.2.11 court testimony; 1.2.12 forensic photography and video 1.2.13 General Order to create the “Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons”; and 1.2.14 Operations Manual establishing the rules and procedures that MPRPBs assigned to the investigation units of the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons will follow.
Due Date	See Schedules B & C.
TCA Assessment	Training module not yet developed. Operations Manual is being worked on.

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Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.3	The Office of the Assistant Superintendent for Education and Training will develop a training course aimed at all MPRPBs on the law, applicable case law, and the rules and procedures to follow when conducting traffic stops in various scenarios, answering emergency calls, and inspecting motor vehicles, among others
Due Date	See Schedules B & C.
TCA Assessment	Training course reference traffic stops has not been reviewed by the TCA.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.4	The Office of the Assistant Superintendent for Education and Training will develop a training course aimed at all MPRPBs on the Uniform Crime Reporting Handbook (NIBRS) .
Due Date	See Schedules B & C.
TCA Assessment	NIBRS Handbook was approved in January 2016, pending approval by the Superintendent.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

Training Implementation Activities;

1.1	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all MPRPBs assigned to the SAIC about topics included in the Multi-topic Program. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The Multi-topic Training Program to be implemented will be about the following topics:</p> <ul style="list-style-type: none"> 1.1.1 criminal law; 1.1.2 Rules of Criminal Procedure; 1.1.3 evidence law; 1.1.4 constitutional and civil rights; 1.1.5 criminal investigation techniques; 1.1.6 interview and interrogation techniques; 1.1.7 scene work; 1.1.8 court testimony; 1.1.9 criminal photography; 1.1.10 preparation of files and reports; 1.1.11 General Order, Chapter 100, Section 107, entitled "Creation of the Office of the Assistant Superintendent for Criminal Investigations"; and 1.1.12 Operational Manual for Criminal Investigation Corps Investigator Procedures.
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Due Date	See Schedules B & C.
TCA Assessment	Training material not yet developed.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

Training Implementation Activities;

1.1	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all MPRPBs assigned to the SAIC about topics included in the Multi-topic Program. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The Multi-topic Training Program to be implemented will be about the following topics:</p> <p>1.1.1 criminal law;</p> <p>1.1.2 Rules of Criminal Procedure;</p> <p>1.1.3 evidence law;</p> <p>1.1.4 constitutional and civil rights;</p> <p>1.1.5 criminal investigation techniques;</p> <p>1.1.6 interview and interrogation techniques;</p> <p>1.1.7 scene work;</p> <p>1.1.8 court testimony;</p> <p>1.1.9 criminal photography;</p> <p>1.1.10 preparation of files and reports;</p> <p>1.1.11 General Order, Chapter 100, Section 107, entitled "Creation of the Office of the Assistant Superintendent for Criminal Investigations"; and</p> <p>1.1.12 Operational Manual for Criminal Investigation Corps Investigator Procedures.</p>
Due Date	See Schedules B & C.

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TCA Assessment	Training material not yet developed.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.2	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA
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	<p>will have its certified instructors simultaneously train fifty percent (50%) of MPRPBs assigned to the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA Approval.</p> <p>The Multi-topic Training Program that will be implemented will address the following topics:</p> <ul style="list-style-type: none"> 1.2.1 criminal law; 1.2.2 Rules of Criminal Procedure; 1.2.3 evidence law; 1.2.4 criminal investigation techniques; 1.2.5 interview and interrogation techniques; 1.2.6 Confidential Special Order 2010-1; 1.2.7 police corruption 1.2.8 identification of controlled substances; 1.2.9 undercover operations; 1.2.10 controlled substance sale surveillance; 1.2.11 court testimony; 1.2.12 forensic photography and video; 1.2.13 General Order to create the “Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons”; and 1.2.14 Operational Manual for establishing the rules and procedures that MPRPBs assigned to the investigation units of the Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons will follow..
Due Date	Training not yet due.
TCA Assessment	PRPB has yet to provide the TCA training materials to review.

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Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.3	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all MPRPBs on the law, applicable case law, and the rules and procedures that must be followed when conducting traffic stops in various scenarios, answering emergency calls, and inspecting motor vehicles, among others. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA Approval.
Due Date	See Schedules B & C.
TCA Assessment	Training course reference traffic stops has not been reviewed by the TCA.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.4	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will simultaneously train fifty percent (50%) of all MPRPBs on the Uniform Crime Reporting Handbook (NIBRS) . The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA Approval.
Due Date	See Schedules B & C.
TCA Assessment	Training materials has not been approved yet
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

Training Development Activities

1.1	<p>The SAEA will create a Multi-topic Training Program to train MPRPBs who have passed the promotion exams from the rank of sergeant to captain before they assume the responsibilities of their new rank. This Program will be designed taking into consideration the powers, responsibilities, and duties of each rank and will consist of at least forty (40) contact hours. This activity will depend on the availability of vacant positions approved to be filled according to the budget. These training courses will include the following topics, pursuant to the Agreement:</p> <p>1.1.1 management;</p> <p>1.1.2 supervision;</p> <p>1.1.3 leadership;</p> <p>1.1.4 chain of command; and</p> <p>1.1.5 equal employment opportunity (EEO). This training is included in Objective II-1 of Training Development in the Equal Protection and Non-Discrimination Action Plan, activity 1.1, 1.1.1, and 1.1.2.</p>
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.2	<p>The SAEA will create a Multi-topic Program to train all PRPB supervisory personnel taking into consideration the inherent duties of each rank. This Program will be aimed at their level of supervision and management and will include the following topics:</p> <ul style="list-style-type: none"> 1.2.1 techniques to guide and direct MPRPBs effectively and promote effective and ethical police practices (effective supervision); 1.2.2 reduce conflict intensity (conflict mediation); 1.2.3 evaluation of written reports (reports and forms); 1.2.4 risk assessment and management; 1.2.5 performance evaluation process; 1.2.6 selection and annual award of outstanding employees; 1.2.7 applying appropriate, non-punitive disciplinary sanctions and corrective actions. This activity is included in the Administrative Complaints Compliance Area Action Plan; 1.2.8 use of the Early Identification System (EIS) to facilitate direct and effective supervision. This training will be designed once the System is running; 1.2.9 dissemination of Public Information. This training is included in the Community Engagement and Public Information Compliance Area Action Plan; 1.2.10 Procedures Manual regarding supervisor powers, duties, and responsibilities; 1.2.11 Equal Employment Opportunity (EEO). This training is included in the Equal Protection and Non-Discrimination Action Plan, activity 1.1, 1.1.1, and 1.1.2; and the 1.2.12 Executive Committee Interagency Memorandum.
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Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.2.13	Every year after these trainings, the MPRPBs with supervisory or management duties will be trained for a minimum of forty (40) contact hours on topics based on the identified needs or trends existing at the time preceding the training. The elements that may be incorporated include: an analysis of factors, including, but not limited to, MPRPB safety, community concerns, use of force statistics, internal affairs statistics, court decisions, and latest trends in the application of the law, as well as the feedback received from the Interagency Executive Committee and the Citizen Engagement Committees (CICs [Spanish acronym]), among others.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.3	The SAEA will create a course to have its certified instructors train all PRPB personnel who carry out management and supervisory duties on the General Order and the Early Identification System (EIS) Procedures Manual.
Due Date	See Schedules B & C.
TCA Assessment	PRPB has yet to provide the TCA training materials and the EIS Procedures Manual to review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

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1.4	The SAEA will create a course to train all personnel assigned to the Inspections Division of the Office of the Assistant Superintendent for Professional Responsibility on the Operational and Administrative Inspections Procedures Manual, as well as on the procedures to be followed.
Due Date	See Schedules B & C.
TCA Assessment	PRPB has not developed training materials on the Operational and Administrative Inspections Procedures Manual.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

Training Implementation Activities

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train one hundred percent (100%) of MPRPBs who have passed the promotion exams before they assume the responsibilities of their new rank. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

Training Implementation Activities

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train one hundred percent (100%) of MPRPBs who have passed the promotion exams before they assume the responsibilities of their new rank. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.2	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of the MPRPBs who perform supervisory and management duties (activities 1.3 and 1.4) at their level of management. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the Supervision and Management Action Plan .
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

1.3	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of MPRPBs assigned to the Inspections Division of the Office of the Assistant Superintendent for Professional Responsibility on the Operational and Administrative Inspections Procedures Manual at the level of management they perform. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.
Due Date	See Schedules B & C.
TCA Assessment	PRPB has yet to provide the TCA training materials to review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Policies Action Plan

H. ADMINISTRATIVE COMPLAINTS, INTERNAL INVESTIGATIONS, AND DISCIPLINE COMPLIANCE AREA

Training Development Activities:

1.1	<p>The SAEA will create a Multi-topic Training Program to train SARP and OLA personnel on the procedure to receive, classify, process, and manage a complaint for improper conduct and the process of investigating administrative complaints. The Program will begin with training on the following topics:</p> <ul style="list-style-type: none"> 1.1.1 criminal law; 1.1.2 criminal procedure; 1.1.3 evidence law; 1.1.4 constitutional rights; 1.1.5 criminal investigation techniques; 1.1.6 administrative investigation techniques; 1.1.7 cybercrime; 1.1.8 scene work; 1.1.9 criminal photography; and 1.1.10 preparation of files and reports.
Due Date	See Schedules B & C.

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TCA Assessment	The TCA has been monitoring PRPB's progress. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Administrative Complaints Action Plan

1.2	<p>After the approval of the Training Program and the incorporation of the recommendations, the SAEA will continue providing training on the topics corresponding to the following policies:</p> <p>1.2.1 training on the procedure to follow to promote collaboration from PRPB employees in the administrative complaint process when criminal proceedings have not been initiated;</p> <p>1.2.2 training on the new “Regulations to Receive, Process, and Manage Administrative Complaints”;</p> <p>1.2.3 training on the Administrative Complaint Investigation Procedures Manual;</p> <p>1.2.4 training on the Public Information Program regarding the Filing of Administrative Complaints</p> <p>1.2.5 training on the Code of Ethics and Conduct that will be used to determine minor and major offenses and impose disciplinary sanctions;</p> <p>1.2.6 training on the Administrative Order for the Investigation, Management, and Adjudication of Minor Offenses by Supervisors; and</p> <p>1.2.7 training on the amendments to the Controlled Substances Detection Program for Officials and Employees of the PRPB Regulations in relation to detecting anabolic steroids.</p>
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPB’s progress. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Administrative Complaints Action Plan

1.3	Multi-topic course to train the personnel who perform management and supervisory duties on the procedure supervisors are to follow when they learn that a citizen intends to file an administrative complaint, the time frames supervisors have to hand in a complaint filed for their consideration, and their authority to investigate and take non-punitive corrective or disciplinary measures when they learn about minor offenses or violations of PRPB policies. The responsibilities of high-ranking officers in relation to the evaluation of the investigations, the corrective measures to be taken, and the identification of deficiencies will be part of the training, which will also include learning about the duty to document and inform the SARP about improper conduct, the consequences of refusing to accept a complaint or providing false or deceitful information about a complaint for improper conduct, and the prohibition against retaliating in any way against an MPRPB who reports improper conduct.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPB's progress. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Administrative Complaints Action Plan

1.4	Multi-topic course to train PRPB personnel on the requirement to report any conduct perceived as improper, the consequences of refusing to accept a complaint or providing false information, their duty to cooperate with any administrative investigation pursuant to the ruling in the case of <i>Garrity v. New Jersey</i> , and the existing mechanisms to file complaints for improper conduct or report the good performance of any MPRPB.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPB's progress. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Administrative Complaints Action Plan

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1.5	Orientation session to inform PRPB personnel who perform supervisory and management duties how to manage stress to prevent critical incidents and the support and mental health services available to them and their families.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPB's progress. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Administrative Complaints Action Plan

Training Implementation Activities:

1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of the PRPB personnel. The remaining fifty percent (50%) of the PRPB personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the Administrative Complaints, Internal Investigations, and Discipline Action Plan .
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPB's progress. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Administrative Complaints Action Plan

H. COMMUNITY INTERACTION AND PUBLIC INFORMATION COMPLIANCE AREA

Training Development Activities:

1.1	To obtain the assistance, advice, and recommendations of the members of the different community sectors; restore the trust of the communities in the PRPB; and foster solid relationships with said communities, Multi-topic Seminars will be developed for the members of the Community Interaction Councils (CICs [Spanish acronym]). The design of the training courses mentioned below is included and duly explained in the Community Interaction and Public Information Action Plan .
Due Date	See Schedules B & C. In progress.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Administrative Complaints Action Plan

1.2	<p>The Office of the Assistant Superintendent for Education and Training will develop Multi-topic Seminars for the members of the CICs on the following topics:</p> <ul style="list-style-type: none"> 1.2.1 Agreement for the Sustainable Reform of the Puerto Rico Police Department; 1.2.2 duties and Responsibilities of the Community Interaction Councils, in accordance with GO 801; 1.2.3 parliamentary procedure; 1.2.4 principles of community policing; 1.2.5 S.A.R.A. Problem-Solving Model; 1.2.6 creation and preservation of community alliances; 1.2.7 functioning of the rank system; 1.2.8 PRPB flowchart; 1.2.9 duties and responsibilities of the Investigation Units, Specialized Units, Precincts, and Districts; 1.2.10 duties and responsibilities of the Office of Reform, TCA, and the USDOJ; 1.2.11 administrative complaint filing process; 1.2.12 use of force; 1.2.13 rights of the individual during searches and seizures; 1.2.14 civil rights; 1.2.15 crime victim services; 1.2.16 PRPB recruitment process; 1.2.17 duties and responsibilities of the Community Safety Councils;
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	1.2.18 General Plan for the Implementation of the Community Outreach and Public Information Program; and the 1.2.19 Uniform Crime Reporting Handbook (NIBRS).
Due Date	See Schedules B & C. In progress.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Administrative Complaints Action Plan

1.3	<p>The Office of the Assistant Superintendent for Education and Training will create a Multi-topic Training Program to train the MPRPBs on the principles of community policing. The Program will include the following topics:</p> <ul style="list-style-type: none"> 1.3.1 Principles of community policing; 1.3.2 S.A.R.A. Problem-Solving Model; 1.3.3 creation and continuation of community alliances; 1.3.4 identifying factors that affect quality of life and may affect criminal activity; 1.3.5 diverse populations in Puerto Rico; 1.3.6 cultural awareness and tolerance towards the communities; 1.3.7 identifying their prejudices; 1.3.8 effective meeting development; 1.3.9 basic elements of the communication process during conflict management; 1.3.10 conflict-solving strategies; 1.3.11 managing difficult conversations; 1.3.12 managing and channeling emotions; and 1.3.13 right to freedom of expression.
Due Date	See Schedules B & C. In progress.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement.

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Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Administrative Complaints Action Plan

1.4	<p>The Office of the Assistant Superintendent for Education and Training will create a Multi-topic Training Program for the personnel who work at the Central Press Office, in the Areas, and for the high-ranking officers of the PRPB, about the dissemination of public information and about incidents or ongoing investigations from a community perspective, and said training will include practical police Q & A scenarios before the press. The Program will include the following topics:</p> <p>1.4.1 freedom of the press;</p> <p>1.4.2 right to privacy;</p> <p>1.4.3 defamation and libel;</p> <p>1.4.4 ethics in the dissemination of information;</p> <p>1.4.5 what and when something is public information;</p> <p>1.4.6 importance of the media in solving criminal cases;</p> <p>1.4.7 dissemination of public information in ongoing situations;</p> <p>1.4.8 protecting victim and witness information;</p> <p>1.4.9 drafting press releases;</p> <p>1.4.10 oral communication in the media;</p> <p>1.4.11 use of electronic media to disseminate public information;</p> <p>1.4.12 image portrayed in the media; and</p> <p>1.4.13 media management and interviews.</p>
Due Date	See Schedules B & C. In progress.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement.

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Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Administrative Complaints Action Plan

1.5	<p>The Office of the Assistant Superintendent for Education and Training will create training for the personnel that performs management and supervisory duties at the PRPB about the dissemination of public information and about incidents or ongoing investigations from a community perspective, and said training will include practical police Q & A scenarios before the press. The Program will include the following topics:</p> <p>1.5.1 freedom of the press;</p> <p>1.5.2 right to privacy;</p> <p>1.5.3 defamation and libel;</p> <p>1.5.4 ethics in the dissemination of information;</p> <p>1.5.5 what and when something is public information;</p> <p>1.5.6 importance of the media in solving criminal cases;</p> <p>1.5.7 dissemination of public information in ongoing situations;</p> <p>1.5.8 protecting victim and witness information;</p> <p>1.5.9 oral communication in the media;</p> <p>1.5.10 image portrayed in the media; and</p> <p>1.5.11 media management and interviews.</p>
Due Date	See Schedules B & C. In progress.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Administrative Complaints Action Plan

Training Implementation Activities:

1.1	Within the twelve (12) months following the final approval of the community policing training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of the personnel. The remaining fifty percent (50%) of the personnel will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the Public Information Action Plan .
Due Date	See Schedules B & C. In progress.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Administrative Complaints Action Plan

H. INFORMATION SYSTEMS AND TECHNOLOGY COMPLIANCE AREA

Training Development Activities:

1.1	Develop training for the administration, configuration, and diagnosis of radio communication equipment aimed at the personnel of the Communications Division of the Bureau of Technology and Communications of the PRPB.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	GO 400-404 replaces 73-13. SAEA is lead and will use agents to develop training and to conduct the training. GO signed Jan 2017. Per Diaz, as of 4/25, waiting for training material from SAEA and then TCA approval. training start is projected for 7/12/2017 based on policy approval on Jan 13, 2017, per decree, 50% to be trained 7/18, 100% trained by 7/19. Training not yet due. The design and training development are expected to be submitted to the TCA for approval on time.
Recommendations	Continue to monitor.
TCA Rating	See IT Action Plan

1.2	Develop training for the use and handling of the radio communication equipment at the PRPB aimed at MPRPBs.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	GO 400-404 replaces 73-13. SAEA is lead and will use agents to develop training and to conduct the training. GO signed Jan 2017. Per Diaz, as of 4/25, waiting for training material from SAEA and then TCA approval. Training start is projected for 7/12/2017 based on policy approval on Jan 13, 2017, per decree, 50% to be trained 7/18, 100% trained by 7/19. The design and training development are expected to be submitted to the TCA for approval on time.
Recommendations	Continue to monitor.
TCA Rating	See IT Action Plan

1.3	Develop training for the administration and diagnosis of the computerized systems of the Puerto Rico Police Department aimed at the personnel of the Technology Division of the Bureau of Technology and Communications of the PRPB. (Table 17)_
Due Date	May 2017 Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	GO 400-403 signed Dec 19, 2016. Training start projection June 2017. First 50% trained is targeted June 2018, second 50% targeted June 2019
Recommendations	Continue to monitor.
TCA Rating	See IT Action Plan

1.4	Develop training on the Manual for the Use and Handling of the Computerized Systems of the Puerto Rico Police Department, geared toward the MPRPBs and the employees of the PRPB classified system. (Table 18).
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	Projected start of training is June 2017, 50% complete June 2018, 100% June 2019
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.5	Develop training on the Manual for the Use and Handling of the Central Repository for Crime Data Analysis (CIW) at the Puerto Rico Police Department, aimed at the MPRPBs and the employees of the PRPB classified system assigned to the Center for the Analysis of Criminal Activity and Crime Monitoring; the Criminal Intelligence Collection, Analysis, and Dissemination Center, the Crime Statistics Division, as well as for the employees who collect statistical data in the Police Areas. (Table 19)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	Pending review.
Recommendations	Continue monitoring
TCA Rating	See IT Action Plan

1.6	Develop training on accessing and using the Information Systems of the National Crime Information Center (NCIC) and the Integrated Crime Registry (ICR) aimed at MPRPBs (Table 20).
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	Pending review.
Recommendations	Continue monitoring
TCA Rating	See IT Action Plan

1.7	Develop training on accessing and using the criminal activity map aimed at MPRPBs. (Table 21).
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	Pending review.
Recommendations	Continue monitoring.
TCA Rating	See IT Action Plan

Training Implementation Activities:

1.1	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all MPRPBs and the employees assigned to the Bureau of Technology and Communications. The remaining fifty percent (50%) of the members of the PRPB will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The training that will be implemented will address the following topics:</p> <ul style="list-style-type: none"> a. use and handling of radio communications equipment; b. use and management of the computerized systems of the Puerto Rico Police Department. <p>The priority groups for training and re-training are established in the Information Systems and Technology Action Plan.</p>
Due Date	See Schedules B & C. The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	PRPB has yet to provide the TCA evidence of training materials for review concerning the use and handling of radio communications equipment.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.2	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of the employees assigned to the Communications Division on the administration, configuration, and diagnosis of radio communications equipment . The remaining fifty percent (50%) of the employees assigned to the Communications Division will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	PRPB has yet to provide the TCA evidence of training materials for review concerning the administration, configuration, and diagnosis of radio communications equipment .
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.3	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of the employees assigned to the Technology Division on the administration and diagnosis of the computerized systems of the PRPB . The remaining fifty percent (50%) of the employees assigned to the Technology Division will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	PRPB has yet to provide the TCA evidence of training materials for review concerning the administration and diagnosis of the computerized systems of the PRPB .
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.4	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of MPRPBs and the employees of the PRPB classified system assigned to the Center for the Analysis of Criminal Activity and Crime Monitoring; the Criminal Intelligence Collection, Analysis, and Dissemination Center; the Crime Statistics Division; as well as the employees who collect statistical data in the Police Areas and Offices of the Assistant Superintendents on the Handbook for the Use and Handling of the Central Crime Information Warehouse (CIW). The remaining fifty percent (50%) of the members of the PRPB and employees of the PRPB classified system will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval.</p>
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	PRPB has yet to provide the TCA evidence of training materials for review concerning the Handbook for the Use and Handling of the Central Crime Information Warehouse (CIW), employees assigned to the center for the analysis of crime activity and crime monitoring, the criminal intelligence collection.

Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.5	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all MPRPBs on the Use and Management of the Information Systems of the National Crime Information Center (NCIC) and the Integrated Crime Registry (ICR) . The remaining fifty percent (50%) of the members of the PRPB will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the Information Systems and Technology Action Plan .
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	PRPB has yet to provide the TCA evidence of training materials for review concerning the Use and Management of the Information Systems of the National Crime Information Center (NCIC) and the Integrated Crime Registry (ICR) .
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.6	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all MPRPBs on the Use and Management of the Crime Mapping Application . The remaining fifty percent (50%) of the members of the PRPB will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. The priority groups for training and re-training are established in the Information Systems and Technology Action Plan .
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	PRPB has yet to provide TCA with adequate evidence of materials concerning a training course reference handling of radio communications equipment
Recommendations	
TCA Rating	See IT Action Plan

II. IMPLEMENTATION OBJECTIVES

1.1	<p>Develop and implement an information sub-system for keeping digitized, complete, and precise records of the curricula, teaching plans, and other materials used to develop trainings and re-training courses at the SAEA. This sub-system will enable document storage by category and access level. This activity is included in the Training Action Plan. (Table 35)</p> <p>The focus and scope of the information system that will be developed to maintain digitized, complete, and precise records of the curricula, teaching plans, and other materials used to develop training and re-training courses are described in the following phases:</p>
Due Date	December 2016
TCA Assessment	<p>In development but needs to be merged with HR system (Kronos)</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>
Recommendations	Continue effort.
TCA Rating	See IT Action Plan

1.2	Develop and implement an information sub-system to offer virtual (online) training and/or re-training, in order to maximize MPRPB service time and provide greater accessibility and flexibility so that they may fulfill their work commitments without affecting the performance and quality of the services they offer to the community. This activity is included in the Training Compliance Area Action Plan.
Due Date	12 months after the corresponding policies have been approved.
TCA Assessment	<p>Contract for on-line training awarded to Natl Univ College. Work started to develop training packages. The first ten (10) courses are expected to start on September 2017. A list of the courses will be provided as soon as possible. The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan</p> <p>PRPB comment: the first ten (10) courses are expected to start on September 2017. A list of the courses will be provided as soon as possible.</p>
Recommendations	Continue monitoring.
TCA Rating	See IT Action Plan

II. SELF ASSESSMENT OBJECTIVES:

1.1	The PRPB, through the Office of Reform, will evaluate the effectiveness of the rules and procedures adopted in its policies and the knowledge acquired in the training of PRPB employees. The results of these evaluations will be analyzed to measure the level of knowledge, attitudes, aptitudes, and abilities, identify if there is a substantial deficiency, and, if necessary, take the corrective actions in the policies, training, and re-training so that the procedures adopted are feasible, operationally enforceable, and sustainable. This activity will be conducted through an Evaluation Protocol on Compliance with Operational Programs Best Practices, which will help measure the effectiveness of the rules and training of PRPB employees by reviewing documents, forms, policies, and procedures related to arrests, traffic stops, searches, property seizures, and administrative complaints with the purpose of ensuring that police services are provided in an equitable, respectful, and unbiased manner; attaining ongoing professionalization of Members of the PRPB; strengthening the community's trust; and effectively preventing crime, based on generally accepted police practices and without prejudice on the basis of race, color, ethnicity, national origin, religion, sex, age, disability, sexual orientation, gender identity or gender expression, or political beliefs or affiliation and pursuant to the rights, privileges, and immunities guaranteed or protected by the respective Constitutions and laws of the United States and the Commonwealth of Puerto Rico. The development of this Protocol will be part of the Equal Protection and Non-discrimination Compliance Area Action Plan.
Due Date	See Schedules B & C.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement.

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Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

1.2	<p>The PRPB, through the Office of the Reform, will use various data collection strategies and conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, training courses, among others, it provides, starting with Zones of Excellence and gradually continuing through all thirteen (13) Police Areas and Offices of Assistant Superintendents.</p> <ul style="list-style-type: none"> a. Using the Training Plan and Training Announcement issued by the SAEA for each of the courses to identify their start date, the time Police Areas and the corresponding Offices of Assistant Superintendents will have to complete it, and the work units that will be given training priority. The Training Plans for each of the thirteen (13) Police Areas and Offices of Assistant Superintendents, as approved by the SAEA, will also be considered to check the specific dates during which each training course identified in this Action Plan will be provided. The Office of Reform will verify that MPRPBs are participating in scheduled training courses by using the above-mentioned sources and the attendance records for each course. b. Making random visits to each of the thirteen (13) Police Areas and Offices of Assistant Superintendents using the Training Plan approved by the SAEA for each of the training courses developed for this Compliance Area to guarantee that the PRPB personnel are being trained in keeping with the syllabi, instructor handbooks, presentations, and assessment methodology approved by the Technical Compliance Advisor. c. Making random visits to the Office of the Assistant Superintendent for Education and Training (SAEA) to check that the training records of the sworn and classified personnel, the curricula, and the lesson plans, among others, are maintained digitalized, centralized, updated, complete, and accurate and that the training records contain the course description and duration, curriculum, location of the training, and name of the instructor, among other details.
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Due Date	See Schedules B & C. Not yet due.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See IT Action Plan

Compliance Tables for Supervision

Action Plan

Section X. Supervision and Management

Requirements: 135 to 158

Compliance Area Summary:

I. Policy and Procedure Development Objectives:

Activity X.I.1.1

X.I.1.1	Collaborate in the development of the General Order on Detailed Job Description by Rank and in establishing the requirements for the position of supervisor, clearly defining the supervisor duties, responsibilities, and minimum qualifications in keeping with generally accepted police practices. This policy will form part of the Professionalization Compliance Area Action Plan .
Due Date	October 2016

TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement. TCA assessment has not reviewed a detailed job description by rank. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	See Professionalization Action Plan

Activity X.I.1.2

X.I.1.2	Develop a General Order on Supervisor Powers, Duties, and Responsibilities establishing guidelines and clear strategies for effective and efficient supervision and management.
Due Date	October 2016
TCA Assessment	<p>The TCA has been monitoring PRPB's progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement. TCA assessment has not reviewed a General Order on Supervisor Powers, Duties, and Responsibilities. Pending review.</p> <p>The PRPB is likely to request an extensión. The new policy will be scheduled for June 30, 2018.</p>
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was not met.</p> <p>The Commonwealth of Puerto Rico is in non-compliance.</p>

Activity X.I.2.1

X.I.2.1	Collaborate in the review of Regulation No. 4216, entitled “Puerto Rico Police Department Personnel Regulations”, Article 13, Section 14.2, and adapt the general rules that will govern the Performance Evaluation System for the Employees of the PRPB to the requirements provided in the Agreement for the Sustainable Reform. This policy will form part of the Policies and Procedures Compliance Area Action Plan .
Due Date	December 2016
TCA Assessment	The TCA has been monitoring PRPB’s progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement. TCA has not reviewed a PRPB personnel regulations, which will govern the Performance Evaluation System. PRPB is likely to request an extensión for June 2018.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.I.2.2

X.I.2.2	Review General Order 2008-3, entitled “Rules and Procedures for the Evaluation of the Members of the Police and Classified Personnel”, to establish a specific system for accurately evaluating the performance of all PRPB employees. (Table 2)
Due Date	December 2016
TCA Assessment	The TCA has been monitoring PRPB’s progress. To date PRPB has not complied with the requirement outlined in the Action Plan and the Agreement. TCA has not reviewed a specific system for accurately evaluating the performance of all PRPB employees. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.I.3.1

X.I.3.1	Develop a General Order for the Creation of the Early Identification System to establish procedures to support effective supervision and management that identifies risk conduct patterns in the employees of the Rank System and the Classified System, as well as to prevent and correct improper conduct.
Due Date	October 2017
TCA Assessment	In progress. The policy is undergoing full revision
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.I.3.2

X.I.3.2	Develop a Procedures Manual for the Use of the Early Identification System that establishes the correct way to operate the system and analyze the data obtained. (Table 4)
Due Date	November 2017
TCA Assessment	In progress. The policy is undergoing full revision. The PRPB is likely to request an extension and the manual should be scheduled for September 2018.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.I.4.1

X.I.4.1	Review General Order No. 2010-1, entitled “Reorganization of the Internal Audit Office” to ensure the establishment of an internal audit system that identifies administrative and operational deficiencies, analyzes contributing causes and factors, and for effective measures to be implemented.
Due Date	July 2016
TCA Assessment	approved
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in full compliance with this step of the Action Plan

Activity X.I.4.2

X.I.4.2	Develop a Procedures Manual establishing Guidelines for Operational and Administrative Inspections , and ensure that all offices and divisions of the PRPB receive the proper level of services based on the generally accepted police practices, seek operational efficiency, internal control, and promote a culture of organizational responsibility and improvement. This responsibility will rest with the Inspections Division of the Office of the Assistant Superintendent for Professional Responsibility.
Due Date	August 2016
TCA Assessment	The manual should be ready for September 2018. PRPB is likely to request an extension.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.I.5.1

X.I.5.1	Develop an Inter-Agency Memorandum among the PRPB, the federal and state justice systems, the Administrative Office of the Courts, the Municipal Police Commissioners to establish the Executive Coordination Committee.
Due Date	July 2016
TCA Assessment	The PRPB is likely to request an extension and scheduled this memorandum for June 2018
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.II.1.1

X.II.1.1	The SAEA will create a course aimed at training all supervisory personnel and all MPRPB on equal employment opportunity. This training is included in the Equal Protection and Non-Discrimination Action Plan.
Due Date	Session I: Sergeants: October 2015 Session II: Captain and Lieutenant I: December 2015 Session III: Lieutenant II: January 2016
TCA Assessment	Training materials have been developed. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	For rating, see Equal Protection Action Plan

Activity X.II.1.2

X.II.1.2	<p>The SAEA will create a Multi-Topic Training Program to train MPRPBs who have passed the promotional exams from the rank of Sergeant to Captain before they assume the responsibilities of their new rank. This Program will be designed taking into consideration the powers, responsibilities, and duties of each rank and will consist of at least forty (40) contact hours. This activity will depend on the availability of vacant positions approved to be filled according to the budget. These training courses will include the following topics, pursuant to the Agreement: (Table 8)</p> <p>1.1.1 Management;</p> <p>1.1.2 Supervision;</p> <p>1.1.3 Leadership;</p> <p>1.1.4 Chain of Command; and</p> <p>1.1.5 Equal Employment Opportunity (EEO). This training is included in the Equal Protection and Non-Discrimination Action Plan activity 1.1, 1.1.1, and 1.1.2.</p>
Due Date	<p>Session I: Sergeants: October 2015</p> <p>Session II: Captain and Lieutenant I: December 2015</p> <p>Session III: Lieutenant II: January 2016</p>
TCA Assessment	Training materials have been developed. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	For rating, see Equal Protection Action Plan

Activity X.II.1.3

X.II.1.3	<p>The SAEA will create a Multi-Topic Training Program to train all PRPB supervisory personnel, taking into consideration the inherent duties of each rank. This Program will implement Action Plan Section X. Supervision and Management be aimed at their level of supervision and management and will include the following topics: (Table 9)</p> <ul style="list-style-type: none"> 1.3.1 Techniques to effectively guide and direct the MPRPBs and promote effective and ethical police practices (effective supervision); 1.3.2 Reduce conflict intensity (conflict mediation); 1.3.3 Evaluation of written reports (reports and forms); 1.3.4 Investigation of use of force by MPRPBs. 1.3.5 Responding to and investigating allegations of improper conduct by an MPRPB. 1.3.6 Risk assessment and management; 1.3.7 Performance evaluation process; 1.3.8 Selection and annual award of outstanding employees; 1.3.9 Applying appropriate non-punitive disciplinary sanctions and corrective actions. This activity is included in the Administrative Complaints Compliance Area Action Plan. 1.3.10 Use of the Early Identification System (EIS) to facilitate direct and effective supervision. This training will be designed once the System is running;
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	<p>1.3.11 Dissemination of Public Information. This training is included in the Community Engagement and Public Information Compliance Area Action Plan.</p> <p>1.3.12 Procedures Manual regarding supervisor powers, duties, and responsibilities.</p> <p>1.3.13 Equal Employment Opportunity (EEO). This training is included in the Equal Protection and Non-Discrimination Action Plan activity 1.1, 1.1.1, and 1.1.2.</p> <p>1.3.14 Executive Committee Inter-agency Memorandum</p>
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	Training materials have not been fully developed. Pending review.
Recommendations	Continue review in accordance with Agreement requirements.
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan</p>

Activity X.II.1.4

X.II.1.4	Every year after these trainings, the MPPR with supervisory or management duties will be trained for a minimum of forty (40) contact hours on topics based on the identified needs or trends existing at the time prior to the training. The elements that may be incorporated include: an analysis of factors, including, but not limited to, MPRPB safety, community concerns, use of force statistics, internal affairs statistics, court decisions, and latest trends in the application of the law; as well as the feedback received from the Inter-Agency Executive Committee and the Citizen Engagement Committees, among others.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	Training materials have not been fully developed. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.II.2.1

X.II.2.1	The SAEA will create a course to train all MPRPBs who carry out supervisory and management duties on the General Order and the Procedures Manual for the Early Identification System (EIS) through instructors it has certified.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	Not developed
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.II.3.1

X.II.3.1	The SAEA will create a course to train all personnel assigned to the Inspections Division of the Office of the Assistant Superintendent for Professional Responsibility on the Operational and Administrative Inspections Procedures Manual, as well as on the procedures to be followed.
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	The TCA has not reviewed a course to train all personnel assigned to the Inspections Division of the Office of the Assistant Superintendent for Professional Responsibility on the Operational and Administrative Inspections Procedures Manual.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.III.1.1

X.III.1.1	Within the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train one hundred percent (100%) of all MPRPBs who have passed the promotional exams before they assume the responsibilities of their new ranks, through instructors it has certified. Training will begin in accordance with the date indicated in the Announcement issued by the SAEA and the Training Plan. (Table 13)
Due Date	Session I: Sergeants: October 2015 Session II: Captain and Lieutenant I: December 2015 Session III: Lieutenant II: January 2016
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance

Activity X.III.1.2

X.III.1.2	Within the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train one hundred percent (50%) of all MPRPBs who perform supervisory and management duties at their level of supervision, through instructors it has certified. The remaining fifty percent (50%) of the personnel will be trained during the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval. (Table 14)
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process .
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has complied with the requirement outlined in the Action Plan and the Agreement.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance

Activity X.III.1.3

X.III.1.3	<p>The PRPB will begin by training the MPRPBs who are first responders:</p> <p>1.3.1 Personnel assigned to the Zones of Excellence (SAOC);</p> <p>1.3.2 Districts, Precincts, Posts (SAOC). The priority of each one will be based on the following:</p> <p>1.3.2.1 Number of use-of-force incidents per location;</p> <p>1.3.2.2 Number of domestic violence incidents per location;</p> <p>1.3.2.3 Number of interventions with intoxicated persons;</p> <p>1.3.2.4 Number of traffic stops;</p> <p>1.3.2.5 Number of arrests made;</p> <p>1.3.2.6 Administrative complaints for the following: violations of civil rights, sexual harassment, discrimination, assault or unjustified use of force, physical or psychological coercion;</p> <p>1.3.2.7 Aggression against an MPRPB;</p> <p>1.3.2.8 Number of mass protests; and</p> <p>1.3.2.9 Distance from support units.</p> <p>1.3.3 Motorized Unit (SAOC).</p> <p>1.3.4 Bureau of Highway and Traffic Patrols (SAOC);</p> <p>1.3.5 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC);</p>
Due Date	The trainings will be implemented as stated in Appendix C— Training Implementation Process.

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TCA Assessment	In progress; pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.III.1.4

X.III.1.4	<p>The PRPB will continue to give training priority to the MPRPBs who are first responders and who belong to the following divisions and units:</p> <ul style="list-style-type: none"> 1.4.1 Personnel assigned to the Office of the Superintendent; 1.4.2 Division of Tactical Operations – DTO (SAOC); 1.4.3 Division of Special Weapons and Tactics – SWAT (SAOC); 1.4.4 Bureau of Vehicle Theft Investigations (SAIC); 1.4.5 Arrests and Extraditions Division (SAIC); 1.4.6 Use-of-Force Investigations Division – FIU (SARP); 1.4.7 Members of Joint Forces (SAIC); 1.4.8 Canine Division (SAIC); 1.4.9 Remaining personnel of the Office of the Assistant Superintendent for Field Operations; 1.4.10 Remaining personnel of the Office of the Assistant Superintendent for Criminal Investigations; 1.4.11 Office of the Assistant Superintendent for Professional Responsibility; 1.4.12 Office of the Assistant Superintendent for the La Fortaleza Police; 1.4.13 Office of the Assistant Superintendent for Education and Training; and 1.4.14 Office of the Assistant Superintendent for Managerial Services.
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.

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TCA Assessment	In progress; pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.III.1.5

X.III.1.5	Within the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train one hundred percent (50%) of the MPRPBs that perform supervisory or administrative duties on the Performance Evaluation System for the MPRPBs through instructors it has certified. The remaining fifty percent (50%) of the personnel will be trained during the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval. (Table 15)
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	TCA assessment has not reviewed the materials on the Performance Evaluation System for the MPRPBs. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.III.1.6

X.III.1.6	<p>The PRPB will begin by training the MPRPBs who are first responders:</p> <p>1.6.1 Personnel assigned to the Zones of Excellence (SAOC);</p> <p>1.6.2 Districts, Precincts, Posts (SAOC). The priority of each one will be based on the following:</p> <p>1.6.2.1 Number of use-of-force incidents per location;</p> <p>1.6.2.2 Number of domestic violence incidents per location;</p> <p>1.6.2.3 Number of interventions with intoxicated persons;</p> <p>1.6.2.4 Number of traffic stops;</p> <p>1.6.2.5 Number of arrests made;</p> <p>1.6.2.6 Administrative complaints for the following: violations of civil rights, sexual harassment, discrimination, assault or unjustified use of force, physical or psychological coercion;</p> <p>1.6.2.7 Aggression against an MPRPB;</p> <p>1.6.2.8 Number of mass protests;</p> <p>1.6.2.9 Distance from support units;</p> <p>1.6.2.10 Motorized Unit (SAOC); and</p> <p>1.6.2.11 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC);</p>
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process .
TCA Assessment	TCA assessment has not reviewed the materials on the Performance Evaluation System for the MPRPBs. Pending review.

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Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.III.1.7

X.III.1.7	<p>The PRPB will continue to give training priority to the MPRPBs who are first responders and who belong to the following divisions and units:</p> <ul style="list-style-type: none"> 1.7.1 Personnel assigned to the Office of the Superintendent; 1.7.2 Division of Tactical Operations – DTO (SAOC); 1.7.3 Division of Special Weapons and Tactics – SWAT (SAOC); 1.7.4 Bureau of Highway and Traffic Patrols (SAOC); 1.7.5 Bureau of Vehicle Theft Investigations (SAIC); 1.7.6 Arrests and Extraditions Division (SAIC); 1.7.7 Use-of-Force Investigations Division – FIU (SARP); 1.7.8 Members of Joint Forces (SAIC); 1.7.9 Canine Division (SAIC); 1.7.10 Remaining personnel of the Office of the Assistant Superintendent for Field Operations; 1.7.11 Remaining personnel of the Office of the Assistant Superintendent for Criminal Investigations; 1.7.12 Office of the Assistant Superintendent for Professional Responsibility; 1.7.13 Office of the Assistant Superintendent for the La Fortaleza Police; 1.7.14 Office of the Assistant Superintendent for Education and Training; 1.7.15 Office of the Assistant Superintendent for Managerial Services.
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.

TCA Assessment	TCA assessment has not reviewed the materials on the Performance Evaluation System for the MPRPBs. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.III.1.8

X.III.1.8	Within the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train one hundred percent (50%) of the employees that perform supervisory or administrative duties on the Early Identification System (EIS) Procedures Manual and General Order through instructors it has certified. The remaining fifty percent (50%) of the personnel will be trained during the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Action Plan Section X. Supervision and Management Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval.
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process .
TCA Assessment	Not developed
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.III.1.9

X.III.1.9	<p>The PRPB will begin by training the MPRPBs who are first responders:</p> <ul style="list-style-type: none"> 1.9.1 Personnel assigned to the Zones of Excellence (SAOC); 1.9.2 Districts, Precincts, Posts (SAOC). The priority of each one will be based on the following: (Table 16) <ul style="list-style-type: none"> 1.9.2.1 Number of use-of-force incidents per location; 1.9.2.2 Number of domestic violence incidents per location; 1.9.2.3 Number of interventions with intoxicated persons; 1.9.2.4 Number of traffic stops; 1.9.2.5 Number of arrests made; 1.9.2.6 Administrative complaints for the following: violations of civil rights, sexual harassment, discrimination, assault or unjustified use of force, physical or psychological coercion; 1.9.2.7 Aggression against an MPRPB; 1.9.2.8 Number of mass protests; and 1.9.2.9 Distance from support units. 1.9.3 Motorized Unit (SAOC). 1.9.4 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC); 1.9.5 The PRPB will continue to give training priority to the MPRPBs who are first responders and who belong to the following divisions and units: 1.9.6. Personnel assigned to the Office of the Superintendent;
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	<p>1.9.7 Division of Tactical Operations – DTO (SAOC);</p> <p>1.9.8 Division of Special Weapons and Tactics – SWAT (SAOC);</p> <p>1.9.9 Bureau of Highway and Traffic Patrols (SAOC);</p> <p>1.9.10 Bureau of Vehicle Theft Investigations (SAIC);</p> <p>1.9.11 Arrests and Extraditions Division (SAIC);</p> <p>1.9.12 Use-of-Force Investigations Division – FIU (SARP);</p> <p>1.9.13 Members of Joint Forces (SAIC);</p> <p>1.9.14 Canine Division (SAIC);</p> <p>1.9.15 Remaining personnel of the Office of the Assistant Superintendent for Field Operations;</p> <p>1.9.16 Remaining personnel of the Office of the Assistant Superintendent for Criminal Investigations;</p> <p>1.9.17 Office of the Assistant Superintendent for Professional Responsibility;</p> <p>1.9.18 Office of the Assistant Superintendent for the La Fortaleza Police;</p> <p>1.9.19 Office of the Assistant Superintendent for Education and Training;</p> <p>1.9.20 Office of the Assistant Superintendent for Managerial Services.</p>
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	Not developed
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met

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	The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan
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Activity X.III.1.10

X.III.1.10	<p>Within the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train one hundred percent (100%) of the personnel assigned to the Inspections Division of the Office of the Assistant Superintendent for Professional Responsibility, on the Operational and Administrative Inspections Manual, through instructors it has certified. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan.</p> <p>(Table 17)</p>
Due Date	The trainings will be implemented as stated in Appendix C– Training Implementation Process.
TCA Assessment	TCA assessment has not reviewed materials reference Operations and Administrative Inspections Manual. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan</p>

Activity X.III.2.1

X.III.2.1	The PRPB will develop an automated Performance Evaluation System that will enable the personal and professional development of its employees in order to achieve the goals set forth in its policies and procedures and to see whether the evaluated employees meet the expected performance and conduct standards. This activity will form part of the Information and Technology Systems Compliance Area Action Plan.
Due Date	Six months after the policy takes effect.
TCA Assessment	TCA assessment has not reviewed an automated Performance Evaluation System. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.III.3.1

X.III.3.1	Develop a plan to organize and conduct inspections whereby the operational and administrative deficiencies of the different inspected work units of the PRPB are identified and the contributing causes are studied (Table 18).
Due Date	Six months after the policy takes effect.
TCA Assessment	TCA assessment has not reviewed a policy reference an operational and administrative inspection system. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.III.3.2

X.III.3.2	Implement the periodic, specific, and random Inspections Plan to ensure that all work units and personnel are complying with the policies and procedures established by the PRPB; identify operational and administrative deficiencies; and recommend potential corrective measures to address the deficiencies identified. (Table 18)
Due Date	Six months after the policy takes effect.
TCA Assessment	TCA assessment has not reviewed a policy reference a random inspections plan. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.III.4.1

X.III.4.1	Designate the representatives of each Executive Coordination Committee. (Table 19)
Due Date	July 2016
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.III.5.1

X.III.5.1	Consider the results of the Work Plan included in the Professionalization Action Plan, which will be carried out with the purpose of evaluating the human resources of the PRPB, taking into consideration their status and the operational and administrative work that they perform, in order to identify existing needs and then make decisions, to foster the correct distribution of personnel based on criminal activity and on the philosophy of community policing. (Table 20)
Due Date	Once the Superintendent decides to make the promotions.
TCA Assessment	Contract to conduct staff study has been signed. Human Resources of the PRPB will be evaluated. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.III.5.2

X.III.5.2	Once considered by the Superintendent, identify the number of supervisors needed per rank and issue announcements for Promotional Exams so that the PRPB may meet the need for supervisors and provide the proper number of same.
Due Date	Once the Superintendent decides to make the promotions.
TCA Assessment	Contract to conduct staff study has been signed. Human Resources of the PRPB will be evaluated.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.III.5.3

X.III.5.3	Based on the results of the promotional exams and on the needs previously identified in the Work Plan, assign the front-line supervisors who have satisfactorily completed the training required for the rank and that meet any other requirements established by the PRPB.
Due Date	Once the Superintendent decides to make the promotions.
TCA Assessment	Contract to conduct staff study has been signed. Human Resources of the PRPB will be evaluated. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.IV.1.1

X.IV.1.1	The Office of the Assistant Superintendent for Managerial Services and its Bureau of Technology and Bureau of Human Resources will call upon SARP and OLA to evaluate the Early Identification System (EIS) . They will identify the specifications that the database to be used must have according to their needs to collect the information related to the identification of the improper conduct and of the work that must be acknowledged among the employees of the agency. This system will form part of the Information and Technology Systems Compliance Area Action Plan .
Due Date	August 2017
TCA Assessment	Not developed
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.IV.1.2

X.IV.1.2	The Office of the Assistant Superintendent for Managerial Services, its Bureau of Human Resources, in collaboration with the Bureau of Technology, will maintain a Performance Evaluation System to evaluate the performance of all PRPB employees. They will identify the specifications that the database to be used must have in order to collect performance evaluation information. This system will form part of the Information and Technology Systems Compliance Area Action Plan .
Due Date	August 2017
TCA Assessment	Not developed
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.IV.1.3

X.IV.1.3	<p>The PRPB will use the Early Identification System (EIS) to document all improper conduct, performance evaluations of the employees of the PRPB, and the services that they provide. This system will also document all work that is performed with excellence by the employees of the PRPB and will be integrated into the Human Resources Information System. (Table 21)</p> <p>1.3.1 All use-of-force incidents;</p> <p>1.3.2 Injuries and deaths of persons in custody;</p> <p>1.3.3 All complaints and their solutions;</p> <p>1.3.4 Data compiled with the mechanisms for obtaining information (stop data);</p> <p>1.3.4 All criminal proceedings initiated, in addition to all administrative complaints filed, related to the performance or aptitudes of an MPRPB, including, but not limited to, domestic violence and protective orders;</p> <p>1.3.6 All judicial proceedings involving domestic violence, protective orders, and any other judicial proceeding that may be related to the performance of a MPRPB.</p> <p>1.3.7 All instances when a fiscal authority informs the PRPB that the refusal to process a crime was based, totally or partially, on questions about the credibility of a PRPB employee, or that a motion to suppress evidence was granted on the basis of a constitutional violation by a member or civilian employee of the PRPB;</p> <p>1.3.8 All disciplinary actions taken against a member or civilian employee of the PRPB;</p>
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	<p>1.3.9 All non-punitive corrective actions required for a member or civilian employee of the PRPB;</p> <p>1.3.10 All acknowledgments and rewards received by a member or civilian employee of the PRPB;</p> <p>1.3.11 Training history of every member or civilian employee of the PRPB;</p> <p>1.3.12 Identification information for every member or civilian employee of the PRPB;</p> <p>1.3.13 Demographics of each civilian involved in a use-of-force or search and seizure incident, sufficient to evaluate the existence of bias.</p>
Due Date	August 2017
TCA Assessment	Not developed
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan</p>

Activity X.IV.2.1

2.1	The Office of the Assistant Superintendent for Managerial Services, through its Bureau of Technology, will develop, in coordination with the SARP, an information system for the collection of relevant data and information about all Operational and Administrative Inspections performed by the SARP. This system will enable the identification and analysis of operational and administrative deficiencies, and of causes and contributing factors, to facilitate the implementation of the appropriate corrective measures. The system will provide periodic reports about the inspections and their results. (Table 22)
Due Date	December 2017
TCA Assessment	Not developed
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.V.1.1

X.V.1.1	<p>The PRPB, through the Office of Reform, will consistently use data collection strategies and periodically conduct specific and random monitoring of the different activities, operations, services, investigations, trainings, among others offered by the PRPB, such as:</p> <p>1.1.1 Use the Training Plan and the Training Announcement issued by the SAEA for every course, in order to identify the start date of each one, the period of time that the Police Areas and the Offices of the Assistant Superintendents will have to complete it, and the work units that will be given training priority. Likewise, the Training Plans of each of the thirteen (13) Police Areas and the Offices of the Assistant Superintendents, as approved by the SAEA, will be considered, to verify the specific dates during which each one of the trainings identified in this Action Plan will be offered. The Office of the Reform will use the sources mentioned above and the attendance records of each training to ensure that the MPRPBs are participating in the scheduled trainings.</p> <p>1.1.2 Make random visits to each of the thirteen (13) Police Areas and Offices of Assistant Superintendents using the Training Plan approved by the SAEA for each of the training courses developed for this Compliance Area in order to guarantee that PRPB personnel are being trained in keeping with the syllabi, instructor handbooks, presentations, and assessment methodology approved by the Technical Compliance Advisor.</p>
Due Date	Unknown.
TCA Assessment	The TCA has been monitoring PRPB's progress. To date PRPB has complied with the requirement outlined in the Action Plan and the Agreement.

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Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance

Activity X.V.1.2

X.V.1.2	Evaluate the implementation of the quarterly meetings with the members of the Executive Coordination Committee and the purpose for which they were created.
Due Date	Unknown.
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.V.1.3

X.V.1.3	Measure progress of internal audits so that the officers in charge of all work units may take the appropriate corrective measures to correct operational deficiencies found. This will foster a culture of continuous improvement in all the divisions and among PRPB personnel.
Due Date	Unknown.
TCA Assessment	TCA assessment has not reviewed materials reference measuring progress of internal audits. Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity X.V.1.4

X.V1.4	Monitor to ensure that the required ratio of front-line supervisors to MPRPBs is established and maintained so that there may be direct and effective supervision in keeping with the generally accepted police practices. (Table 23)
Due Date	Eighteen (18) months after the approval of the Action Plan.
TCA Assessment	Pending review.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Compliance Tables for Administrative Complaints

Action Plan

Section XI: Administrative Complaints, Internal Investigations, and Discipline

Requirements: 159 to 204

Section I. Policy & Procedure Development

Activity XI.I.1.1

XI.I.1.1	Develop an Administrative Order to create a Public Information Program regarding the filing of administrative complaints and posters and flyers informing people how to file administrative complaints
Due Date	June 2015
TCA Assessment	PRPB has developed the Administrative Order and created posters explaining the complaint process, has updated their website to also outline the complaint process, and has advertised in the newspaper. TCA will obtain the media contract as an example of proof of compliance.

Recommendations	<p>In the public information literature and the posters there is clause, "Complaint letters will also be accepted but must be the original (no copies) and contain an original signature," which at minimum contradicts their practice of accepting complaints from all sources in any format. This may be construed to be a deterrent to filing written complaints. The TCA recommends that all relating literature not contain this clause, and that it is also clear that signatures are optional.</p> <p>During the 6th reporting period PRPB advised the Superintendent intends to revise the complaint requirement</p> <p>Continue review in accordance with Agreement requirements</p>
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity XI.I.1.2

XI.I.1.2	Develop a Collaborative Agreement between the Puerto Rico Police Department and the Puerto Rico Department of Justice to establish a procedure for the PRPB to consult with the District Attorney's Office in order to determine whether to continue or suspend an administrative investigations to avoid affecting a criminal proceeding and safeguard the constitutional rights of subject of a criminal investigation
Due Date	August 2017
TCA Assessment	Not developed
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this step of the Action Plan

Activity XI.I.1.3

XI.I.1.3	Review Regulations 6506 entitled “Regulations to Process Administrative Complaints against Members of the Force and Civilian Personnel who Work at the PRPB” to adopt the new “ Regulations to Receive, Process, and Manage Administrative Complaints ,” which will specify the process and mechanisms available for the receipt, tracking, processing, and final disposition of any administrative complaint that is submitted.
Due Date	October 2015
TCA Assessment	PRPB advised that the Regulation 6506 has been approved in 2016.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity XI.I.1.4

XI.I.1.4	Develop the Administrative Complaint Investigation Procedures Manual, which will establish that, when investigating, all pertinent evidence will be taken into consideration and all investigative findings must be consistent with the facts and be supported by a preponderance of the evidence
Due Date	December 2015
TCA Assessment	PRPB advised that Manual has been completed but awaiting approval consistent with the ALPU (Uniform Administrative Law of Puerto Rico)
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity XI.I.2.1

XI.I.2.1	Review Regulations 4216 entitled “Puerto Rico Police Department Personnel Regulations” to establish the Code of Ethics and Conduct, identify minor and major violations and impose disciplinary actions.
Due Date	January 2016
TCA Assessment	PRPB has published the Code of Ethics and Conduct on its website, and it is out for public comments and awaits the signature from the Secretary of State of Puerto Rico
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity XI.I.2.2

XI.I.2.2	Develop an Administrative Order for Supervisors on the Investigation, Management, and Adjudication of Minor Violations that establishes the procedure supervisors are to follow when they learn about improper conduct by a PRPB employee and authorizing them to investigate and take appropriate non-punitive corrective action or recommend disciplinary action when appropriate.
Due Date	March 2016
TCA Assessment	See 2.1 (above). Waiting for approval of Regulation 4216
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity XI.I.2.3

XI.I.2.3	Develop an Administrative Order to create the Puerto Rico Police Department Personnel Assistance and Support Program through which some of the corrective, non-punitive measures available will be established
Due Date	July 2016
TCA Assessment	<p>TCA must confirm with the General Services Administration concerning this policy; not within SARP control</p> <p>In 6th period PRPB advised Administrative Order has been published in 2017, but this is not a SARP issue</p>
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity XI.I.3.1

XI.I.3.1	Review General Order 2010-14 entitled “Creation of the Office of the Assistant Superintendent for Professional Responsibility” establishing internal recruitment requirements, selection criteria, and performance evaluation criteria for continued assignment to SARP
Due Date	May 2015
TCA Assessment	PRPB has revised the General Oder that has been approved and appears on their website. See GO 100-114 During 6 th period, PRPB advised this activity is undergoing annual review
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity XI.I.4.1

XI.I.4.1	Review Regulations 6403 entitled "Controlled Substance Detection Program for Puerto Rico Police Department Officials and Employees Regulations" to include the requirement of detecting anabolic steroids
Due Date	December 2016
TCA Assessment	<p>PRPB will check Regulation 6403 to determine if anabolic steroids has been added to program as a drug to be detected for employee use.</p> <p>During this period, PRPB advised the law is still pending. PRPB is requesting an extension until September 2018.</p>
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met initially for submission. However, the timeframe was not met in terms of approval of the policy.</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Training objectives

Activity XI.II.1.1

XI.II.1.1	<p>1.1 The Office of the Assistant Superintendent for Education and Training will create⁴ a Multi-topic Training Program to train SARP and OLA personnel on the procedure to receive, classify, process, and manage a complaint for improper conduct and the process of investigating administrative complaints. The Program will begin with training on the following topics:</p> <ul style="list-style-type: none"> a. criminal law; b. criminal procedure; c. evidence; d. constitutional rights; e. criminal investigation techniques; f. administrative investigation techniques; g. cybercrime; h. on-scene work; i. criminal photography; j. preparation of files and reports. <p>After the approval of the Training Program and the incorporation of the recommendations, the SAEA will continue providing training on the topics corresponding to the following policies: (Table 10)</p>
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⁴ See Appendix B – Training Development Process

	<ul style="list-style-type: none"> k. training on the procedure to follow on parallel administrative and criminal investigations l. training on the new “Regulation to Receive, Process, and Manage Administrative Complaints”; m. training on the Administrative Complaint Investigation Procedures Manual; n. training on the Public Information Program regarding the Filing of Administrative Complaints; o. training on the Code of Ethics and Conduct that will be used to determine minor and major offenses and impose disciplinary sanctions; p. training on the Administrative Order for the Investigation, Management, and Adjudication of Minor Offenses by Supervisors; and q. training on the amendments to the Controlled Substances Detection Program for Officials and Employees of the Puerto Rico Police Department Regulations in relation to detecting anabolic steroids.
Due Date	SEE SCHEDULES B & C

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TCA Assessment	PENDING REVIEW. The PRPB request an extension until July 2018.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.II.1.2

XI.II.1.2	Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of SARP and OLA personnel . The remaining fifty percent (50%) of the MPRPBs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval
Due Date	SEE SCHEDULES B & C
TCA Assessment	PENDING REVIEW. The PRPB is likely to request an extension until July 2018. Time will start from that moment.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.II.2.1

XI.II.2.1	The SAEA will create a multi-topic course to train the personnel who perform management and supervisory duties on the procedure supervisors are to follow when they learn that a citizen intends to file an administrative complaint, the time frames supervisors have to hand in a complaint filed for their consideration, and their authority to investigate and take non-punitive corrective or disciplinary measures when they learn about minor offenses or violations of PRPB policies. The responsibilities of high-ranking officers in relation to the evaluation of the investigations, the corrective measures to be taken, and the identification of deficiencies will be part of the training, which will also include learning about the duty to document and inform the SARP about improper conduct, the consequences of refusing to accept a complaint or providing false or deceitful information about a complaint for improper conduct, and the prohibition against retaliating in any way against an MPRPB who reports improper conduct
Due Date	See Appendix B
TCA Assessment	PENDING REVIEW. The PRPB is likely to request an extension until August 2018. Time will start from that moment.

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Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.II.2.2

XI.II.2.2	During the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train fifty percent (50%) of the personnel who perform management and supervisory duties through instructors it has certified. The SAEA will train the remaining MPRPBs who perform supervisory duties during the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval.
Due Date	SEE SCHEDULES B & C
TCA Assessment	PENDING REVIEW. The PRPB is likely to request an extension until October 2018. Time will start from that moment.

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.II.2.3

XI.II.2.3	<p>The PRPB will begin by training Supervisors who belong to the following work units:</p> <p>2.3.1 Members of Joint Forces (SAIC);</p> <p>2.3.2 Personnel assigned to Zones of Excellence (SAOC);</p> <p>2.3.3 Division of Tactical Operations – DTO (SAOC);</p> <p>2.3.4 Division of Special Weapons and Tactics – SWAT (SAOC);</p> <p>2.3.5 Bureau of Highway and Traffic Patrols (SAOC);</p> <p>2.3.6 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weap.</p> <p>2.3.7 Bureau of Vehicle Theft Investigations (SAIC);</p> <p>2.3.8 Special Arrests and Extraditions Division (SAIC);</p> <p>2.3.9 Criminal Investigations Corps – CIC (SAIC);</p> <p>2.3.10 Canine Division, K-9 (SAIC); and</p> <p>2.3.11 Motorized Unit (SAOC).</p>
Due Date	See Appendix C

TCA Assessment	PENDING REVIEW. The PRPB is likely to request an extension until October 2018. Time will start from that moment.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.II.2.4

XI.II.2.4	<p>The PRPB will continue training Supervisors who belong to Districts and Precincts, taking the following into consideration: (Table 13)</p> <p>2.4.1 number of use of force incidents per location;</p> <p>2.4.2 number of domestic violence incidents per location;</p> <p>2.4.3 number of interventions with intoxicated persons;</p> <p>2.4.4 number of arrests made;</p> <p>2.4.5 number of traffic stops;</p> <p>2.4.6 number of administrative complaints for the following: illegal or unreasonable arrests or detentions; use of unjustified force; physical coercion or psychological violence against an arrestee; illegal or unreasonable searches and seizures; discrimination; unjustified or excessive assault; assault against MPRPBs; domestic violence; sexual harassment; and obstructing, preventing, or interrupting the legal exercise of freedoms.</p>
Due Date	Appendix C
TCA Assessment	PENDING REVIEW. The PRPB is likely to request an extension until October 2018. Time will start from that moment.

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.II.3.1

XI.II.3.1	The SAEA will create a multi-topic course to train PRPB personnel on the requirement to report any conduct perceived as improper, the consequences of refusing to accept a complaint or providing false information, their duty to cooperate with any administrative investigation pursuant to the ruling in the case of <i>Garrity v. New Jersey</i> , and the existing mechanisms to file complaints for improper conduct or report the good performance of any MPRPB
Due Date	See Appendix B
TCA Assessment	PENDING REVIEW. The PRPB is likely to request an extension until November 2018. Time will start from that moment.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.II.3.2

XI.II.3.2	During the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train fifty percent (50%) of PRPB personnel through instructors it has certified. The SAEA will train the remaining fifty percent (50%) of Puerto Rico Police Department personnel during the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval
Due Date	See Appendix C
TCA Assessment	PENDING REVIEW. The PRPB is likely to request an extension until November 2018. Time will start from that moment.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.II.3.3

XI.II.3.3	<p>The PRPB will begin by training PRPB personnel who belong to the following work units:</p> <p>3.3.1 Members of Joint Forces (SAIC);</p> <p>3.3.2 Personnel assigned to Zones of Excellence (SAOC);</p> <p>3.3.3 Division of Tactical Operations – DTO (SAOC);</p> <p>3.3.4 Division of Special Weapons and Tactics – SWAT (SAOC);</p> <p>3.3.5 Bureau of Highway and Traffic Patrols (SAOC);</p> <p>3.3.6 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC);</p> <p>3.3.7 Bureau of Vehicle Theft Investigations (SAIC);</p> <p>3.3.8 Special Arrests and Extraditions Division (SAIC);</p> <p>3.3.9 Criminal Investigations Corps – CIC (SAIC);</p> <p>3.3.10 Canine Division, K-9 (SAIC); and</p> <p>3.3.11 Motorized Unit (SAOC).</p>
Due Date	SEE SCHEDULES B & C

TCA Assessment	PENDING REVIEW. The PRPB is likely to request an extension until November 2018. Time will start from that moment.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.II.3.4

XI.II.3.4	<p>The PRPB will continue training PRPB personnel who belong to Districts and Precincts, taking the following into consideration:</p> <ul style="list-style-type: none"> 3.4.1 number of use of force incidents per location; 3.4.2 number of domestic violence incidents per location; 3.4.3 number of interventions with intoxicated persons; 3.4.4 number of arrests made; 3.4.5 number of traffic stops; and 3.4.6 number of administrative complaints for the following: illegal or unreasonable arrest or detention; use of unjustified force; physical coercion or psychological violence against an arrestee; illegal or unreasonable searches and seizures; discrimination; unjustified or excessive assault; assault against MPRPBs; domestic violence; sexual harassment; and obstructing, preventing, or interrupting the legal exercise of freedoms.
Due Date	SEE SCHEDULES B & C

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2018

TCA Assessment	PENDING REVIEW. The PRPB is likely to request an extension until November 2018. Time will start from that moment.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.II.4.1

XI.II.4.1	The Division of Psychology and Social Work will develop the design of the informational session to inform PRPB personnel who perform supervisory and administrative duties about how to manage stress to prevent critical incidents and the support and mental health services available to them and their families.
Due Date	See Appendix B
TCA Assessment	PEDNING REVIEW. Instruction began in March.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan until TCA verifies training attendance records and materials including stress related training

Activity XI.II.4.2

XI.II.4.2	During the twelve (12) months following the final approval of the training material and the incorporation of the recommended changes, the SAEA will simultaneously train fifty percent (50%) of PRPB personnel who perform supervisory and administrative duties through instructors it has certified. The remaining fifty percent (50%) of the personnel will be trained during the following twelve (12) months, once the training of the first group has been completed. Training will begin in accordance with the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent after SAEA approval
Due Date	See Appendix C
TCA Assessment	PENDING REVIEW
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	<p>Evaluation Deferred: Timeframe: not yet due</p> <p>Evaluation Deferred: Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed</p>

Activity XI.II.4.3

XI.II.4.3	<p>The PRPB will begin by training PRPB personnel who perform supervisory and administrative duties who belong to the following work units:</p> <p>4.3.1 Members of Joint Forces (SAIC);</p> <p>4.3.2 Personnel assigned to Zones of Excellence (SAOC);</p> <p>4.3.3 Division of Tactical Operations – DTO (SAOC);</p> <p>4.3.4 Division of Special Weapons and Tactics – SWAT (SAOC);</p> <p>4.3.5 Bureau of Highway and Traffic Patrols (SAOC);</p> <p>4.3.6 Bureau of Drugs, Narcotics, Vice Control, and Illegal Weapons (SAIC);</p> <p>4.3.7 Bureau of Vehicle Theft Investigations (SAIC);</p> <p>4.3.8 Special Arrests and Extraditions Division (SAIC);</p> <p>4.3.9 Criminal Investigations Corps – CIC (SAIC);</p> <p>4.3.10 Canine Division, K-9 (SAIC); and</p> <p>4.3.11 Motorized Unit (SAOC).</p>
Due Date	SEE SCHEDULES B & C
TCA Assessment	PENDING REVIEW

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Evaluation Deferred: Timeframe: not yet due Evaluation Deferred: Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed

Activity XI.II.4.4

XI.II.4.4	<p>The PRPB will continue training PRPB personnel who perform supervisory and administrative duties who belong to Districts and Precincts, taking the following into consideration:</p> <ul style="list-style-type: none"> 4.4.1 number of use of force incidents per location; 4.4.2 number of domestic violence incidents per location; 4.4.3 number of interventions with intoxicated persons; 4.4.4 number of arrests made; 4.4.5 number of traffic stops; and 4.4.6 number of administrative complaints for the following: illegal or unreasonable arrest or detention; use of unjustified force; physical coercion or psychological violence against an arrestee; illegal or unreasonable searches and seizures; discrimination; unjustified or excessive assault; assault against MPRPBs; domestic violence; sexual harassment; and obstructing, preventing, or interrupting the legal exercise of freedoms.
Due Date	SEE SCHEDULES B & C
TCA Assessment	PENDING REVIEW

Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Evaluation Deferred: Timeframe: not yet due Evaluation Deferred: Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed

Activity XI.III.1.1

XI.III.1.1	The Office of the Assistant Superintendent for Managerial Services and its Bureau of Technology and Bureau of Human Resources will call upon SARP and OLA to evaluate the Information System they must acquire. SARP and OLA will identify the needs of the work units involved in the process of recording and evaluating complaints for improper conduct for receiving, processing, and resolving them.
Due Date	February 2016
TCA Assessment	PRPB has contracted with a consulting firm for Information Technology needs. During 6 th period, PRPB advised the firm is called Consulting 2 Success
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.III.1.2

XI.III.1.2	After making an inventory of the MPRPB files, SARP, OLA, and SASG, with its Bureau of Technology and Bureau of Human Resources, will establish the procedures to digitalize improper conduct investigation records for a minimum of five (5) years after the MPRPB has been discharged from the Agency
Due Date	May 2016
TCA Assessment	PRPB has not digitized its records but are working with their IT consultant (Consultant 2 Success) concerning this requirement. During 6 th period, PRPB advised this activity is part of the C2S contract
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.III.1.3

XI.III.1.3	Digitalize the physical files of employees with administrative complaints and dispose of the rest, as identified during the inventory process. The digitalization process will be carried out in accordance with the Protocol developed by the PRPB Bureau of Technology together with the SARP
Due Date	December 2017
TCA Assessment	3/21/18 – PRPB states the system is available. SARP is converting records. Approximately 5000 of 7000 records in the first phase.
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.III.1.4

XI.III.1.4	The Bureau of Technology will evaluate the current conditions of its automated systems and those that are in the process of being acquired or implemented to determine if they can be modified to meet the needs raised by SARP and OLA
Due Date	February 2017
TCA Assessment	PRPB working with their IT consultant (Consultant 2 Success) concerning this requirement. SARP has been involved in the discussions During 6 th period, PRPB advised the C2S will review this activity
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.III.1.5

XI.III.1.5	Discuss the requirements for the development of the automated system with technology consultants or companies so that they can evaluate their ability to provide their services to the PRPB
Due Date	April 2017
TCA Assessment	PRPB working with their IT consultant (Consultant 2 Success) concerning this requirement
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XI.III.1.6

XI.III.1.6	Request formal proposals from technology consultants or companies for the development of the information system, which will be evaluated by a Committee created to select the contractor
Due Date	June 2017
TCA Assessment	PRPB working with their IT consultant (Consultant 2 Success) concerning this requirement. Document request-----see if they put out a contract and for what
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.III.1.7

XI.III.1.7	Once the Proposal to develop the Administrative Complaints Information System is awarded, the selected consultant or company must meet the terms and conditions included in the Proposal.
Due Date	18 months after Proposal award date
TCA Assessment	PRPB working with their IT consultant (Consultant 2 Success) concerning this requirement
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	<p>Evaluation Deferred: Timeframe: not yet due</p> <p>Evaluation Deferred: Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed</p>

Activity XI.III.1.8

XI.III.1.8	Train SARP and OLA personnel in the use of the Administrative Complaints Information System to record the receipt and processing of complaints for improper conduct as established in the Information Systems and Technology Compliance Area Action Plan.
Due Date	18 months after Information System design is completed
TCA Assessment	PRPB working with their IT consultant (Consultant 2 Success) concerning this requirement
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	<p>Evaluation Deferred: Timeframe: not yet due</p> <p>Evaluation Deferred: Whether the Commonwealth of Puerto Rico is in compliance with this detailed step of the Action Plan cannot be assessed</p>

Activity XI.IV.1.1

XI.IV.1.1	The PRPB will use the various mass media available to develop a Promotion Plan to inform communities about their rights and the mechanisms available to file complaints for improper conduct against MPRPBs. Communities will also be informed about the alternatives available to recognize their good service. This activity will be developed together with the Community Engagement and Public Information Compliance Area
Due Date	September 2015
TCA Assessment	In addition to PRPB's efforts to publicize procedures for citizen complaints, PRPB also created form PPR 888 to capture citizen compliments of officers. During 6 th period, PRPB advised they are still using Form PRR 888
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan

Activity XI.IV.2.1

IV 2.1	The PRPB Division of Psychology will provide psychological and therapeutic services to treat cases referred through the Program (Personnel Assistance and Support Program)
Due Date	March 2017
TCA Assessment	<p>TCA will check with the PRPB Division of Psychology to determine the contours of this program. This is not within SARP control</p> <p>During 6th period, PRPB advised the Employee Assistance Program (PAE) was approved February 2017.</p>
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan</p>

Activity XI.IV.2.2

XI. IV.2.2	The SAEA will re-train employees who have been referred through the Program after identifying a deficiency in their performance that can be corrected through re-training. This activity will be part of the Training Action Plan .
Due Date	SEE SCHEDULES B & C
TCA Assessment	This will become part of the PRPB Early Intervention System once developed. TCA will also confirm with SAEA about the training materials for this program. PENDING REVIEW
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	See Training Action Plan

Activity XI.IV.3.1

XI.IV.3.1	SARP will conduct a study to determine the number of employees needed to investigate administrative complaints within the parameters established in the corresponding policies
Due Date	February 2016
TCA Assessment	SARP is conducting an assessment of their workload and personnel. However, they also await a scientific department-wide human resource study. See Paragraph 13 of the Agreement
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XI.IV.3.2

IV 3.2	Conduct an internal recruitment process to identify possible candidates to be assigned to the SARP
Due Date	May 2016
TCA Assessment	<p>SARP will await a department-wide human resource study before creating specific recruitment materials, which would include designing ideal job qualifications.</p> <p>During 6th period, PRPB advised SARP currently has position openings</p>
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Activity XI.IV.3.3

IV 3.3	Carry out personnel selection and internal transfer processes to provide the necessary personnel to the SARP
Due Date	August 2016
TCA Assessment	<p>SARP will await a department-wide human resource study before creating specific recruitment materials, which would include designing ideal job qualifications.</p> <p>During 6th period, PRPB advised a General Order was approved to transfer officers into SARP listing entry requirements.</p>
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Activity XI.V.1.1

V 1.1	<p>The PRPB, through the Office of Reform, will use various data collection strategies and conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, and training courses, among others they provide, starting with Zones of Excellence and gradually continuing through all thirteen (13) Police Areas and Offices of Assistant Superintendents, such as: (Table 31)</p> <p>a. Using the Training Plan and Training Announcement issued by the SAEA for each of the courses to identify their start date, the time Police Areas and the corresponding Offices of Assistant Superintendents will have to complete it, and the work units that will be given training priority. The Training Plans for each of the thirteen (13) Police Areas and Offices of Assistant Superintendents, as approved by the SAEA, will also be considered to check the specific dates during which each training course identified in this Action Plan will be offered. The Office of Reform will verify that MPRPBs are participating in scheduled training courses by using the above-mentioned sources and the attendance records for each course.</p>
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	<ul style="list-style-type: none">b. Making random visits to each of the thirteen (13) Police Areas and Offices of Assistant Superintendents using the Training Plan approved by the SAEA for each training course developed for this compliance area in order to guarantee that PRPB personnel are being trained in keeping with the training materials approved by the Technical Compliance Advisor.c. Verifying that complaints sent to SARP are assigned for investigation within no more than five (5) business days.d. Corroborating that any person can file a complaint through the various means available.e. Visiting each of the thirteen (13) Administrative Complaint Investigation Divisions to randomly review files to verify that administrative investigations are being completed within no more than ninety (90) days from the receipt of the complaint. If complaints exceed said period, the file must include the authorization for an extension.f. Randomly reviewing administrative complaint files sustaining an allegation in order to check that the PRPB is notifying the respondent of the decision and corresponding disciplinary measure no later than thirty (30) days after the decision that the allegation is sustained.
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	<p>g. Randomly reviewing administrative complaint files to corroborate that the recommendation for each of the complaints is one of the following final dispositions: unfounded, sustained, not sustained, or exonerated.</p> <p>h. Randomly reviewing administrative complaint files to corroborate that for every complaint received at the SARP, the complainant was given written notice of the complaint number assigned, the investigator assigned the complaint, any extensions granted, the final disposition and any non-punitive disciplinary measure or action applied, and the right to request a review of the final disposition.</p> <p>i. Making random visits to command offices, districts, precincts, posts, and units in the thirteen (13) Police Areas and Offices of Assistant Superintendents to corroborate that the guidance posters on how to file complaints and recognitions are visible and that they have forms PPR-111 and PPR-888 available.</p>
Due Date	May 2016

TCA Assessment	<p>This is the umbrella task and responsibility for complaint intake and investigation for the Reform Unit as it relates to the Reform Unit ensuring accountability within PRPB. The enumerated activities identify with specificity how the Reform Unit will examine implementation of the intake, investigation, and timeliness of all complaints through field on-site audits and inspections.</p> <p>During 6th period, PRPB advised that this Unit now has 1 Captain, 3 First LTs, 2 Second LTs, 3 Sgts, and 4 Agents</p>
Recommendations	Continue review in accordance with Agreement requirements
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan</p>

Compliance Tables for Community Interaction

Action Plan

Section XII. Community Interaction and Public Information Requirements: 205 to 217

XII.I.1.1	Review General Order, Chapter 800, Section 801, entitled "Functioning of the Central Committee and the Area community interaction councils with the Puerto Rico Police Department" (hereinafter OG 801) establishing the way in which its members will review and evaluate the policies and procedures. (Table 1)
Due Date	March 2015
TCA Assessment	During this period, the TCA conducted the annual review of the General Order 800-801: Citizens Interaction Committees. After being revised, it was approved by the TCA in March 2017.
Recommendations	A significant number of CIC members have expressed concern and frustration with this policy. There is considerable confusion regarding the roles and responsibilities of CIC members and their relationship with PRPB. In March 2018, the TCA and the Parties worked with CIC members to identify much needed revisions to the policy. The PRPB should work closely with the CICs to identify solutions.
Compliance	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

XII. I.3.2	Review General Order 2005-7, entitled “Reorganization and Re-naming of the Public Information Office as the Press Office” to establish the manner in which to communicate the information in ongoing investigations or incidents, through the media, including social media, websites, and other electronic platforms, in accordance with the best and generally accepted practices, and with the principles of community policing. (Table 4)
Due Date	June 2016
TCA Assessment	<p>-The review process of this policy began last semester.</p> <p>-The General Order 2005-7: Reorganization and Re-naming of the Public Information Office as the Press Office, became General Order 100-125: Press Office and General Order 600-634: Dissemination of Incident Information. Both policies were approved by the TCA in the month of December 2016.</p> <p>-As a result of the reaction of the media of both orders, they have been subjected to a new review process where the recommendations given by the press should be considered.</p> <p>-In May 2017, review meeting of General Order 100-125: Press Office was held. The TCA presented its comments and recommendations at that meeting.</p> <p>-As for General Order 600-634: Dissemination of Incident Information, TCA has not received a new draft of this policy during the period covered by this report.</p>
Recommendations	Continue review in accordance with Agreement requirements.
Compliance	Timeframe was met

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	The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan
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XII.II.3.1	<p>The Auxiliary Superintendency for Education and Training will create a Multi-Topic Training Program for the personnel that works at the Central Press Office, in the Areas, and for the high-ranking officers of the PRPB, about the dissemination of public information and about incidents or ongoing investigations from a community perspective, and said training will include practical police Q & A scenarios before the press. The Program will include the following topics: (Table 7)</p> <ul style="list-style-type: none"> 1.1.1. freedom of the press 1.1.2. right to privacy 1.1.3. defamation and libel 1.1.4. ethics in the dissemination of information 1.1.5. what and when something is public information 1.1.6. importance of the media in solving criminal cases 1.1.7. dissemination of public information in ongoing situations 1.1.8. protecting victim and witness Information 1.1.9. drafting press releases 1.1.10. oral communication in the media 1.1.11. use of electronic media to disseminate public information 1.1.12. image portrayed in the media, and 1.1.13. media management and interviews.
Due Date	<p>Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.</p>

TCA Assessment	The processes related to this activity have been stopped, until the following policies are approved again: General Order 100-125: Press Office and General Order 600-634: Dissemination of Incident Information. Make reference to the information provided in the activity I.3.2.
Recommendations	Continue review in accordance with Agreement requirements.
Compliance	Timeframe was not met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

XII.II.3.2	<p>The Auxiliary Superintendency for Education and Training will create training for the personnel that carries out management and supervisory duties at the PRPB about the dissemination of public information and about incidents or ongoing investigations from a community perspective, and said training will include practical police Q & A scenarios before the press. The Program will include the following topics: (Table 8)</p> <ul style="list-style-type: none"> 1.1.1. freedom of the press 1.1.2. right to privacy 1.1.3. defamation and libel 1.1.4. ethics in the dissemination of information 1.1.5. what and when something is public information 1.1.6. importance of the media in solving criminal cases 1.1.7. dissemination of public information in ongoing situations 1.1.8. protecting victim and witness information 1.1.9. oral communication in the media 1.1.10. image portrayed in the media, and 1.1.11. media management and interviews.
Due Date	<p>Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.</p>

TCA Assessment	The processes related to this activity have been stopped, until the following policies are approved again: General Order 100-125: Press Office and General Order 600-634: Dissemination of Incident Information. Make reference to the information provided in the activity I.3.2.
Recommendations	Continue review in accordance with Agreement requirements.
Compliance	Timeframe was not met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Compliance Tables for Information and Technology

Action Plan

Section XIII: Information and Technology

Systems Requirements: 218 to 224

Section I. Policy & Procedure Development

Activity XIII.I.1.1

<p>XIII.1.1.1 1 – 11 (Table 1)</p>	<p>1.1 Collaborate in the development of the Administrative Order that will create the Public Information Program regarding the filing of administrative complaints, as well as the posters and fliers informing people how to file administrative complaints. This policy will form part of the Administrative Complaints Compliance Area Action Plan.</p> <p>The policy was signed on November 2, 2015. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan)</p> <p>1.2 Collaborate in the revision of General Order 2000-3, entitled “Controls on the Use, Filing, and Final Disposition of Incident Reports (NIBRS) at the Puerto Rico Police Department”. This policy will form part of the Equal Protection and Non-Discrimination Compliance Area Action Plan.</p>
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	<p>The policy was signed on January 1, 2016. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan)</p> <p>1.3 Collaborate in the review of General Order 2007-1 “Duties and Responsibilities of the Sex Crimes and Child Abuse Divisions”. This policy will be part of the Equal Protection and Non-Discrimination Compliance Area Action Plan.</p> <p>The policy was signed on April 21, 2016. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan)</p> <p>1.4 Collaborate in the review of Regulations 6506, entitled “Regulations for the Processing of Administrative Complaints against Members of the Force and Civilian Personnel who Work at the PRPB” to adopt the new “Regulations for Receiving, Processing, and Managing Administrative Complaints”. This policy will form part of the Administrative Complaints Compliance Area Action Plan.</p> <p>The policy was signed on October 31, 2016. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan)</p> <p>1.5 Collaborate in the development of the General Order for Hate Crime Data Collection and Management. This policy will be part of the Equal Protection and Non-Discrimination Compliance Area Action Plan.</p>
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	<p>The policy was signed on October 13, 2016. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan)</p> <p>1.6 Collaborate in the development of the protocol for the digital recording and storage of communications generated between immediate supervisors and MPRPBs through the Command Center and Radio Control communication channels. This policy will form part of the Searches and Seizures Compliance Area Action Plan.</p> <p>The policy was signed on October 13, 2016. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan)</p> <p>1.7 Collaborate in the revision of General Order 2010-1, entitled “Reorganization of the Internal Audit Office”. This policy will form part of the Supervision and Administration Compliance Area Action Plan.</p> <p>The policy was signed on November 1, 2016. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan)</p> <p>1.8 Collaborate in the revision of General Order 2008-3 entitled, “Rules and Procedures for the Evaluation of MPRPBs and Classified Personnel”. This policy will form part of the Supervision and Administration Compliance Area Action Plan.</p>
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	<p>The policy is under evaluation by DPS. The Commonwealth of Puerto Rico is in partial compliance in this detailed step of the Action Plan. Reform Unit indicates this policy is pending Police Commissioner approval)</p> <p>1.9 Collaborate in the development of policy to protect the copyrights of the PRPB in the creation of policies, training courses, posters, and printed and/or electronic media. This policy will form part of the Policies and Procedures Compliance Area Action Plan.</p> <p>The policy is being evaluated by the LPAU. The Commonwealth of Puerto Rico is in full compliance in this detailed step of the Action Plan)</p> <p>1.10 Collaborate in the development of a General Order for the Creation of the Early Identification System (EIS). This policy will be part of the Supervision and Administration Compliance Area Action Plan.</p> <p>Planned submission to TCA scheduled for October 2017. The Commonwealth of Puerto Rico is in non-compliance in this detailed step of the Action Plan</p> <p>1.11 Collaborate in the development of a Procedures Manual for the Use of the Early Identification System (EIS). This policy will form part of the Supervision and Administration Compliance Area Action Plan.</p> <p>Planned submission to TCA scheduled for November 2017. The Commonwealth of Puerto Rico is in non-compliance in this detailed step of the Action Plan</p>
Due Date	Varied
TCA Assessment	BT continues to collaborate with all elements of PRPB in these areas

	Note: that these tasks are found primarily in other AP Areas.
Recommendations	Continue Collaboration between TCA and PRPB
TCA Rating	Timeframe: see above The Commonwealth of Puerto Rico is in full compliance with this detailed step of the Action Plan, except for EIS that is non-compliance

Activity XIII.I.1.2

XIII.I.1.12 Table 1	1.12 Review General Order Chapter 100, Section 101, entitled “Reorganization of the Office of the Assistant Superintendent for Managerial Services”, in order to efficiently and effectively adapt it to the implementation of the Agreement
Due Date	August 2016
TCA Assessment	The Superintendente signed the GO on January 2017
Recommendations	Implement & Monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto is in full compliance with this detailed step of the Action Plan

Activity XIII.I.1.3

XIII.I.1.3 Table 2	1.13 Develop a General Order establishing the processes and procedures of the Bureau of Technology for updating and implementing the information and technology systems infrastructure, including hardware, software, and communications. Additionally, establish IT governance methodology and processes in keeping with the best practices. (Table 2)
Due Date	August 2016
TCA Assessment	The General Order 100-123 invokes necessary roles and responsibilities for the BT and therefore throughout the other AP's and Decree. It was signed January 23, 2017.
Recommendations	Implement & Monitor. BT must execute IAW the GO and the PRPB must resource and enforce the intent of the GO. Special attention must be placed on the distribution of requirements definition in other offices and accountability for managing to successful outcomes regarding system development, training, data collection etc. Follow up monitoring requires evidence of this behavior. Reforma and CIO claim that the final decision on the DPS standup (DHS Equivalent) is a pacing gate for fullest implementation of the above. Complete, recommend close
TCA Rating	Timeframe was met The Commonwealth of Puerto is in full compliance with this detailed step of the Action Plan

Activity XIII.I.2.1

XIII.I.2.1 Table 3	2.1 Review General Order 73-13, entitled “Rules and Procedures for Walkie-Talkie Use, Control, and Identification”, to standardize the radio communications of the PRPB in terms of security and efficiency by establishing the duties and responsibilities of Agency employees when using and managing radio communications, as well as the activities that are carried out at a radio station, including the duties and limitations of the operator. Additionally, establish guidelines and safety procedures for radio frequency use. (Table 3)
Due Date	October 2016 -- Signed Jan 13, 2017
TCA Assessment	Complete, recommend close
Recommendations	Implement & Monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto is in full compliance with this detailed step of the Action Plan

Activity XIII.I.2.2

XIII.I.2.2 Table 4	2.2 Establish a Collaborative Agreement with the agencies that make up the Interoperability System and the PRPB in order to facilitate the interconnection of the inter-agency communications infrastructures and create a network that will enable the uninterrupted exchange of information through data, radio, video conference, fax, or telephone communication. This collaborative agreement will be updated as new technologies related to the interoperability systems arise. (Table 4)
Due Date	Nov 2016
TCA Assessment	<p>This task is important to the ongoing transformation. Obstacles listed such as “gathering people to meet” are NOT obstacles. They are tasks surmountable through management intervention and attention. Budget Obstacles at the working level are understandable but must be addressed by PRPB leadership. Re-use of budget restrictions, as a means for not accomplishing tasks is “convenient” but not adequate. Monitor Comment -- According to Reforma POC this task was proposed to be moved under the Puerto Rico DPS (DHS equivalent) via a request on 1/29/17 to TCA and DoJ.</p> <p>Reforma Comment -- “PRPB submit a proposal to the TCA and DOJ on those matters, based on a meeting about this action plan activity on December. In addition, Article (1.15) of the Puerto Rico Department of Public Safety Act (Act 20-2017) establishes the interoperability of the agencies.”</p> <p>Not compliant; 3/21/18 – TCA has asked PRPB to solicit evidence that formally transfers this agreement to the authority of DSP. 8/15/17 – This has been raised to DSP who have now assumed authority on this task.</p>
Recommendations	Prioritize work and complete tasks. Employ proposed solutions. The law determining scope of authority is not the same as an MOU or MOA defining an operating agreement and the services exchanged
Compliance	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan</p>

Activity XIII.I.2.3

XIII.I.2.3 Table 5	2.3 Review General Order 97-16, entitled “Reorganization of the San Juan Command Center and the Radio Command Centers of the Police Areas and Establishment of Work Guidelines for the 9-1-1 Emergency System”, to redefine their duties and responsibilities, taking into consideration the technological advances that have been positively developed and implemented in the information and communication systems of the agency. Additionally, update the processes and procedures established in the PRPB for the 9-1-1 Emergency System. (Table 5)
Due Date	December 2016
TCA Assessment	IT Monitor recommended approval on 5/21/2017. Approval of GO on 10/2/2017
Recommendations	Superintendente Sign, Implement & Monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto is in full compliance with this detailed step of the Action Plan

Activity XIII.I.3.1

XIII.I.3.1 Table 6	3.1 Develop a General Order for the Use and Handling of Portable Recording Devices for the MPRPBs to establish guidelines for the recording, review, use, distribution, and storage of incident recordings, as well as the duties and responsibilities of the MPRPBs who use said equipment. Additionally, guide the processes and procedures for the Supervisors that are needed when interviewing and recording the statements of complainants and witnesses during the investigation of complaints regarding inappropriate use of force or improper conduct or behavior of the MPRPBs. (Table 6)
Due Date	May 2017
TCA Assessment	IT Monitor comment; Partial Signature October 20, 2016 on GO 400-402 But Standard Operating Procedures Manual is required which will need to be reviewed by Monitor. Draft policy received in Reforma for review and edit on 4/26/2017. Reforma comment: draft policy will be sent to TCA on 5/31/2017. Approval of GO on 10/2/2017
Recommendations	Task must be completed
Compliance	Timeframe was met The Commonwealth of Puerto is in full compliance with this detailed step of the Action Plan

Activity XIII.I.4.1

XIII.I.4.1 Table 7	4.1 Review General Order, 2003-25, entitled “Rules and Controls for the Use of the Computerized Systems of the Puerto Rico Police Department”, in order to update the processes and procedures that have been incorporated into the information systems, communications, and technology services developed and implemented at the PRPB. (Table 7)
Due Date	October 2016 Signed December 19, 2016.
TCA Assessment	GO 400-403 signed
Recommendations	Implement & Monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto is in full compliance with this detailed step of the Action Plan

Activity XIII.I.4.2

XIII.I.4.2 Table 8	4.2 Develop User Manual for the Computer Systems of the Puerto Rico Police Department, in order to update the processes and procedures that have been incorporated into the information systems, communications, and technology services developed and implemented at the PRPB. (Table 8)
Due Date	January 2017 Signed December 19, 2016
TCA Assessment	GO 400-403 signed
Recommendations	Implement and Monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto is in full compliance with this detailed step of the Action Plan

Activity XIII.I.4.3

XIII.I.4.3 Table 9	4.3 Develop a General Order establishing the Central Crime Data Collection Repository ³ (CIW), in order to implement guidelines to collect and distribute statistics about the incidents registered at the PRPB. Additionally, incorporate the processes and procedures needed to analyze and distribute the information about the criminal activity in all of the pertinent operational and administrative units of the Agency. (Table 9)
Due Date	Feb 2017 -- IT Monitor recommended approval on 5/21/2017. Policy is pending signature
TCA Assessment	This is a major and significant component of being able to collect and assess data relevant to compliance with the Decree and eventual transformation. Completion of the GO signals a commitment to policy. Implementation of CIW and commitment of the resources needed remains to be seen.
Recommendations	Implement and Monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto is in partial compliance with this detailed step of the Action Plan

Activity XIII.I.4.4

XIII.I.4.4 Table 10	4.4 Develop a Manual for the Use and Handling of the Central Crime Information Warehouse (CIW). (Table 10)
Due Date	March 2017
TCA Assessment	4/25/17 PRPB submitted to TCA in March 2017, TCA responded with comments on 4/13/2017. PRPB has not received DOJ Comments. 5/1/2017 Reforma comment -- PRPB asked for the approval memo from TCA. TCA indicated Reform Unit revisions are ongoing
Recommendations	Continue to monitor
Compliance	Timeframe was met The Commonwealth of Puerto is in partial compliance with this detailed step of the Action Plan

Activity XIII.I.4.6

AP Section I.4.6, Table 12, Decree areas: 218,223, 224	4.6 Develop a General Order regulating access and handling by the MPRPDs of the Information Systems of the National Crime Information Center (NCIC) and the Integrated Crime Registry (RCI) provided by the Division of Information of the U.S. Criminal Justice System and by the Puerto Rico Department of Justice. (Table 12)
Due Date	July 2017
TCA Assessment	8/18/17 – reviewed this day collaboratively between PRPD, DoJ and TCA. Edits are required. Bazan recommendations for 5 year retention will be vetted by Reforma. 3/21/18 –comments from PR DoJ provided 3/20/18. Redraft will be provided to TCA projected 3/31/18
Recommendations	
Compliance	Timeframe was met The Commonwealth of Puerto is in partial compliance with this detailed step of the Action Plan

Activity XIII.I.4.7

AP Section I.4.7, Table 13, Decree areas: 218, 214	Develop a General Order for the Use and Handling of the Crime Mapping Application Software. (Table 13)
Due Date	October 2017
TCA Assessment	Nov/17 – PRPD proposed GO to TCA. Cragg reviewed and responded via TCA that draft was acceptable with changes. PRPD notified 11/10/7. 8/15/17 - In process. 3/21/18 – at Commissioner for signature.
Recommendations	
Compliance	Timeframe was met The Commonwealth of Puerto is in partial compliance with this detailed step of the Action Plan

Section II. Training Development Objectives

Activity XIII.II.1.1

XIII.II.1.1 Table 14	1.1 Develop training for the administration, configuration, and diagnosis of radio communication equipment, geared towards the personnel of the Communications Division of the Bureau of Technology and Communications of the PRPB, (Table 14)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process
TCA Assessment	<p>GO 400-404 replaces 73-13. SAEA is lead and will use agents to develop training and to conduct the training. GO signed Jan 2017. Per Diaz, as of 4/25, waiting for training material from SAEA and then TCA approval. Training start is projected for 7/12/2017 based on policy approval on Jan 13, 2017, per decree, 50% to be trained 7/18, 100% trained by 7/19.</p> <p>Reform Unit comment: The design and training development are expected to be submitted to the TCA for approval on time.</p> <p>8/15/17 – Manual approval by the Superintendente is pacing completion of this training.</p> <p>8/17/17 - Expected signature is imminent for manual approval. SAEA says Training is in development, estimate for submission to TCA is 1 Sep 2017.</p> <p>3/21/18 – per PRPB there is no change. This still a SAEA responsibility.</p>
Recommendations	Continue to monitor
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto is in non-compliance with this detailed step of the Action Plan</p>

Activity XIII.II.1.2

XIII.II.1.2 Table 15	1.2 Develop training for the use and handling of the radio communication equipment at the PRPB, geared towards the MPRPBs. (Table 15)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	<p>GO 400-404 replaces 73-13. SAEA is lead and will use agents to develop training and to conduct the training. GO signed Jan 2017. Per Diaz, as of 4/25, waiting for training material from SAEA and then TCA approval. Training start is projected for 7/12/2017 based on policy approval on Jan 13, 2017, per decree, 50% to be trained 7/18, 100% trained by 7/19.</p> <p>Reform Unit comment: The design and training development are expected to be submitted to the TCA for approval on time.</p> <p>8/15/17 – Reforma states that the manual is in development.</p> <p>8/17/17 - SAEA says Training is in development, there is no projected date for this syllabus.</p> <p>3/21/18 – pending SAEA follow through.</p>
Recommendations	Continue to monitor
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto is in non-compliance with this detailed step of the Action Plan</p>

Activity XIII.II.1.4

XIII.II.1.4 Table 17	1.4 Develop training for the administration and diagnosis of the computer system at the Puerto Rico Police Department, geared towards the personnel of the Technology Division of the Bureau of Technology and Communications of the PRPB, (Table 17)
Due Date	May 2017 Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	GO 400-403 signed Dec 19, 2016. Training start projection June 2017. First 50% trained is targeted June 2018, second 50% targeted June 2019. 3/21/18 – per PRPB there is no change. This still a SAEA responsibility.
Recommendations	Continue to monitor
TCA Rating	Timeframe was not met The Commonwealth of Puerto is in non-compliance with this detailed step of the Action Plan

Activity XIII.II.1.5

XIII.II.1.5 Table 18	Develop training on the Manual for the Use and Handling of the Computerized Systems of the Puerto Rico Police Department, geared toward the MPRPBs and the employees of the PRPB classified system. (Table 18)
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process .
TCA Assessment	Projected start of training is June 2017, 50% complete June 2018, 100% June 2019
Recommendations	Continue monitoring
TCA Rating	Timeframe was not met The Commonwealth of Puerto is in non-compliance with this detailed step of the Action Plan

Activity XIII.II.1.6-8

<p>XIII. II.1 (.6, .7, 8)</p> <p>Tables 19, 20, 21</p>	<p>Develop training on the Manual for the Use and Handling of the Central Repository for Crime Data Analysis (CIW) at the Puerto Rico Police Department, aimed at the MPRPBs and the employees of the PRPB classified system assigned to the Center for the Analysis of Criminal Activity and Crime Monitoring; the Criminal Intelligence Collection, Analysis, and Dissemination Center, the Crime Statistics Division, as well as for the employees who collect statistical data in the Police Areas. (Table 19)</p> <p>Develop training on accessing and using the Information Systems of the National Crime Information Center (NCIC) and the Integrated Crime Registry (ICR) geared toward the MPRPBs. (Table 20). Policy projected June 2017</p> <p>Develop training on accessing and using the criminal activity map, geared toward the MPRPBs. (Table 21). Due date Projected Policy submit October 2017</p>
Due Date	Designing training courses corresponding to policies will begin once the policy has been approved and signed in accordance with the process established in Appendix B – Training Design Process.
TCA Assessment	
Recommendations	Continue monitoring
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto is in non-compliance with this detailed step of the Action Plan</p>

Section III. Training Implementation Objectives

Activity XIII.III.3.7

<p>XIII. III.1.3.7, III.1.4, III.1.5, III.1.6, III.1.7, III.1.10</p> <p>Table 22, 23, 24, 25, 26 , 27</p>	<p>1.3.7 The training courses to be implemented will cover the following topics:</p> <ul style="list-style-type: none"> a) use and handling of radio communications equipment; (Table 22) b) use and handling of portable recording devices for the MPRPBs; (Table 22) c) use and handling of the computerized systems of the Puerto Rico Police Department (Table 22) <p>1.4 Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) on the administration, configuration, and diagnosis of radio communications equipment. The remaining fifty percent (50%) of the employees assigned to the Communications Division will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. (Table 23)</p> <p>1.5 Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) the employees assigned to the Technology Division on the administration and diagnosis of the computerized systems of the Puerto Rico Police Department. The remaining fifty percent (50%) of the employees assigned to the Technology Division will be trained within the following twelve (12) months, once the training of the</p>
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	<p>first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. (Table 24)</p> <p>1.6 Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of the MPRPBs and the employees of the PRPB classified system assigned to the Center for the Analysis of Criminal Activity and Crime Monitoring; the Criminal Intelligence Collection, Analysis, and Dissemination Center; the Crime Statistics Division, as well as the employees who collect statistical data in the Police Areas on the Manual for the Use and Handling of the Central Crime Information Warehouse (CIW). The remaining fifty percent (50%) of the MPRPBs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. (Table 25)</p> <p>1.7 Within the twelve (12) months following the final approval of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all MPRPBs on the Use and Handling of the Information Systems of the National Crime Information Center (NCIC) and the Integrated Crime Registry (ICR). The remaining fifty percent (50%) of the MPRPBs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. (Table 26)</p> <p>1.10 Within the twelve (12) months following the final approval</p>
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	of the training material and the incorporation of the changes recommended, the SAEA will have its certified instructors simultaneously train fifty percent (50%) of all MPRPBs on the Use and Handling of the Crime Mapping Application Software . The remaining fifty percent (50%) of the MPRPBs will be trained within the following twelve (12) months, once the training of the first group has been completed. Training will begin on the date indicated in the Announcement issued by the SAEA and the Training Plan provided by each Police Area and Office of the Assistant Superintendent upon SAEA approval. (Table 27)
Due Date	The trainings will be implemented as stated in Appendix C – Training Implementation Process.
TCA Assessment	Per Monitor Youngs -- PRPB has yet to provide TCA with adequate evidence of materials concerning handling of radio communications equipment
Recommendations	
TCA Rating	Timeframe was not met The Commonwealth of Puerto is in non-compliance with this detailed step of the Action Plan

Section IV. Information and Technology Systems Development and Implementation Objectives

Activity XIII.IV.1.1

XII.IV.1.1 Table 28	1.1 Develop an information system to support the implementation of the Action Plans of the compliance areas included in the Agreement. This system will be used to follow up on the activities identified in the Action Plans, including their descriptions, start, and the final progress of each effort that is carried out, as well as the specific repetitions for each process established in the approved General Orders and forms. (Table 28)
Due Date	October 2016
TCA Assessment	Demonstrated to TCA Monitors on May 24-25, 2017. This deliverable was jointly developed with the IT Monitor and is being implemented by Reforma. It is a “living management tool. It is critically dependent on the finalization of the English translation of the Consolidated Action Plans which as of 5/26/2017 has not yet been released by PRPB. Planned demonstration moved to April 2018
Recommendations	Release the Final Consolidated AP’s in English. Manage, revise and monitor
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan

Activity XIII.IV.1.2

<p>XIII.IV.1.2</p> <p>Table 29</p> <p>See also Search and Seizure able 5.</p>	<p>1.2 Develop and implement the Information System for the collection of the computer-aided Dispatch system (CAD). This information system will be used to collect data and information about the incidents reported in all of the offices and divisions of the Puerto Rico Police Department. Additionally, the system will include as a basis the forms approved by the PRPB, such as: the Complaint Card (PPR-84) and the Incident Report (PPR-468), the Traffic Accident Report (PPR-93 and 94) in electronic format, among others, as well as the different forms for the operational, investigative, and administrative activities of the MPRPBs. This system will be initially implemented in the Zones of Excellence and then gradually throughout all of the Puerto Rico Police Department. This activity is included in the Equal Protection and Non-Discrimination Action Plan. (Table 29)</p>
<p>Due Date</p>	<p>36 months (once the NIBRS and any other policy that may affect the system are ready)</p>
<p>TCA Assessment</p>	<p>CAD is in operation and CAD Mobile is in pilot although without training materials. As such full rollout is being held in abeyance. According to PRPB the CAD Mobile system is in partial use and is limited by the lack of formal training provided by SAEA.</p> <ul style="list-style-type: none"> • NIBRS manual is approved (Jan 2016 GO was approved). • The CAD Mobile manual is not yet approved. Reforma states that its in TCA for review • Superintendente will sign after TCA. • Next phase of CAD Mobile pilot could begin August 2017 with CAD. <p>Update 8/15/17</p> <ul style="list-style-type: none"> • NIBRS manual is approved by TCA(Jan 2016 GO was approved). • The CAD Mobile manual is not yet approved by TCA. Reforma states that its in TCA for review • Superintendente will sign after TCA. • Next phase of CAD Mobile pilot could begin August 2017 with CAD.

	<p>CAD is in operation and CAD Mobile is in pilot although without training materials. As such, full rollout is being held in abeyance. According to PRPD the CAD Mobile system is in partial use and is limited by the lack of formal training to be provided by SAEA.</p> <p>Update 3/21/2018 CAB mobile is in implementation</p> <p>PRPB states that only 54% of mobiles are operational. PRPB is asking for a 12-month extension. See Docket 775 (3/9/2018). Submitted to Court. This extension was further discussed with PRPB and USDOJ on 3/22/2018 meeting with the TCA.</p>
Recommendations	SAEA prioritize CAD Mobile curricula development. Follow Through with CAD Mobile implementation. 3/21/18 – IT Monitor recommends IT compliance is met and that CT Monitors receive a demonstration of CAD/Mobile in order to verify functionality. It is important to note that SAEA has not yet completed training.
TCA Rating	<p>Timeframe was not met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan. No full compliance until a successful demonstration is completed</p>

Activity XIII.IV.1.2.1

XIII.IV.1.2.1, Table 30	1.2.1 Develop an information sub-system or module for the collection, storage, and distribution of data and information related to the activation and mobilization of specialized tactical units (STUs) that will include operational and tactical plans, as well as the requirement to report after each activity in which they have participated. This sub-system will provide the scheduled reports needed to review unit activations and mobilizations and identify the MPRPBs that belong to said units. Once per year, the PRPB shall conduct a full analysis of use-of-force incidents in order to identify significant trends and fix the deficiencies that are found, in accordance with the law and the best accepted police practices. Therefore, the system will be modified and adapted to any changes that affect the collection and distribution of data and information. This activity is included in the Equal Protection and Non-Discrimination Action Plan . (Table 30)
Due Date	36 months (once the NIBRS and any other policy that may affect the system are ready)
TCA Assessment	<p>NIBRS manual is approved (Jan 2016 GO was approved). Reform states manual is not yet approved and was reviewed and by TCA (Soler). TCA approval memo pending. Superintendente will sign after TCA.</p> <p>At this point the 36 month clock will begin however Mobile CAD is already in Pilot. Maybe go live in august 2017 with CAD. TCA (Romero) – subsystem is done but training manual is not complete because the NIBRS manual is not complete.</p> <p>PRPB states that only 54% of mobiles are operational. PRPB is asking for a 12-month extension. See Docket 775 (3/9/2018). Submitted to Court. This extension was further discussed with PRPB and USDOJ on 3/22/2018 meeting with the TCA.</p>

Recommendations	Review Pilot status and forms in July and August with PRPB. 3/21/18 – to be validated during the demo in April 2018.
Compliance	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan. No full compliance until a successful demonstration is completed

Activity XIII.IV.1.2.2

<p>XIII.IV. 1.2.2</p> <p>Table 31</p> <p>See also Search and Seizure table #5</p>	<p>1.2.2 Develop an information sub-system or module for the collection of data and information related to incidents that lead to arrests and searches, using the forms approved for said purposes (PPR-853, entitled “Plan to Carry Out Arrests/Detentions and Searches/Seizures” and PPR-880, entitled “MPRPB Incident Report Narrative”). Once per year, the PRPB shall conduct a full analysis of the information on the searches and seizures it conducted, in order to identify significant trends and fix the deficiencies that are found, in accordance with the law and the best accepted police practices. Therefore, the system will be modified and adapted to any changes that affect the collection and distribution of data and information. This activity is included in the Equal Protection and Non-Discrimination Action Plan. (Table 31)</p>
Due Date	36 months (once the NIBRS and any other policy that may affect the system are ready)
TCA Assessment	<p>NIBRS manual is approved (Jan 2016 GO was approved).</p> <p>Reform states manual is not yet approved and was reviewed and by TCA (Soler). TCA approval memo pending. Superintendente will sign after TCA.</p> <p>At this point the 36 month clock will begin however CAD is already in Pilot. May go live in August 2017 with CAD. 3/21/18 – to be validated during the demo in April 2018. PRPB requested 12-month extension, Docket 775.</p>
Recommendations	Review Pilot status and forms in July and August with PRPB
Compliance	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan. No full compliance until a successful demonstration is completed</p>

Activity XIII.IV.1.2.3

XIII.IV.1.2.3 Table 32	1.2.3 Update and/or incorporate the forms approved by the PRPB needed for collection of data and information about incidents, which provide statistics, in order to add the processes and mechanisms needed to effectively organize the police work by the police, with local diagnostics, work plans for the problem areas that are identified, monitoring, permanent follow-up, and internal evaluation. These operational forms will be updated whenever changes that may affect it are made to the policy or procedure. Additionally, if the need to collect data and information about statistics needed for the operational, investigative, and/or administrative area were to arise, it will be included in the maintenance of the system for its corresponding evaluation and inclusion in the annual budget. This activity is included in the Equal Protection and Non-Discrimination Action Plan . (Table 32)
Due Date	36 months (once the NIBRS and any other policy that may affect the system are ready)
TCA Assessment	NIBRS manual is approved (Jan 2016 GO was approved). Reform states manual is not yet approved and was reviewed and by TCA (Soler). TCA approval memo pending. Superintendente will sign after TCA. At this point the 36 month clock will begin however CAD is already in Pilot. May go live in august 2017 with CAD. Update 3/21/18 – to be validated during the demo in April 2018. PRPB requested 12-month extension, Docket 775.
Recommendations	Review Pilot status and forms in July and August with PRPB
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan. No full compliance until a successful demonstration is completed

Activity XIII.IV.1.4

XIII.IV.1.4 Table 35	<p>1.4 Develop and implement an information sub-system for keeping digitized, complete, and precise records of the curricula, teaching plans, and other materials used to develop trainings and re-training courses at the SAEA. This sub-system will enable document storage by category and access level. This activity is included in the Training Action Plan. (Table 35)</p> <p>The focus and scope of the information system that will be developed to maintain digitized, complete, and precise records of the curricula, teaching plans, and other materials used to develop training and re-training courses are described in the following phases:</p>
Due Date	December 2016
TCA Assessment	In development but needs to be merged with HR system (Kronos) Update 3/21/18 – PRPB states that the system/application was completed 12/16. However, legacy data transfer and validation is unclear with HR. PRPB requested 12-month extension, Docket 775.
Recommendations	Continue effort
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan. No full compliance until a successful demonstration is completed</p>

Activity XIII.IV.1.5

XIII.IV.1.5 Table 36	1.5 Develop and implement an information sub-system to offer virtual (online) training and/or re-training, in order to maximize MPRPB service time and provide greater accessibility and flexibility so that they may fulfill their work commitments without affecting the performance and quality of the services they offer to the community. This activity is included in the Training Compliance Area Action Plan . (Table 36)
Due Date	12 months after the corresponding policies have been approved.
TCA Assessment	<p>Contract for on-line training awarded to Natl Univ College. Work started to develop training packages.</p> <p>Reforma comment: the first ten (10) courses are expected to start on September 2017. A list of the courses will be provided as soon as possible.</p> <p>Update 3/21/18 – PRPB notes that 10 systems are completed, 10 more are in development. Approximately 15 additional systems are to be completed. PRPB requested 12-month extension, Docket 775.</p>
Recommendations	Continue monitoring
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan. No full compliance until a successful demonstration is completed</p>

Activity XIII.IV.1.6

XIII.IV.1.6 Table 37	1.6 Develop an information system or module for the digital recording and storage of communications generated between immediate supervisors and MPRPBs through the Command Center and Radio Control channels that have been used to communicate the elements of probable cause for which a MPRPB made a felony arrest for obstruction of justice or resisting arrest. This information sub-system will be implemented in the offices and divisions of the PRPB where necessary, as established in the operational and/or administrative orders of each department, together with the Bureau of Technology and Communications. This activity is included in the Searches and Seizures Action Plan . (Table 37)
Due Date	18 months after the corresponding policy has been approved.
TCA Assessment	<p>As of 5/25/17 -- GO 400-402, Policy was approved 10/20/2016. April 2018 system is due department wide. In San Juan the legacy system exists but there is no new system since the decree. CIO has requested to buy new systems and infrastructure.</p> <p>Update 3/21/18 – equipment has been purchased. System in development. Questionable status of training at SAEA. Projected operational date is unknown. PRPB requested 12-month extension, Docket 775.</p>
Recommendations	Continue monitoring
TCA Rating	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan. No full compliance until a successful demonstration is completed</p>

Activity XIII.IV.1.7

XIII.IV.1.7 Table 38	1.7 Develop an information system or module to digitally record and store incident-related videos captured in the portable recording devices, and the recordings collected by supervisors based on the statements of complainants and witnesses taken as part of the investigation of complaints about inappropriate use of force or improper conduct. This information sub-system will be implemented in the offices and divisions of the PRPB where necessary, as established in the operational and/or administrative orders of each office and division, together with the Bureau of Technology and Communications. (Table 38)
Due Date	18 months after the corresponding policy has been approved.
TCA Assessment	Policy was due in May 2017 and drafted. Update 3/21/18 – Policy drafted but unknown what the leadership position is regarding Body Worn Cameras.
Recommendations	
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan.

Activity XIII.IV.1.8

XIII.IV.1.8 Table 39	Develop an information system or module to collect and distribute data and information about alliances created, activities, specific problems addressed, measures adopted and obstacles faced by the PRPB, as well as recommendations for future improvements. This sub-system will serve as basis for the annual report on the alliances that have been created, the activities that have been carried out, and the measures adopted by the PRPB, among other matters. Additionally, the information collected through this mechanism will serve as a work tool for the Office of the Superintendent and related units of the PRPB. This information sub-system will be implemented in the offices and divisions of the PRPB where necessary, as established in the operational and/or administrative orders of each office and division, together with the Bureau of Technology and Communications. This activity is included in the Community Engagement and Public Information Action Plan . (Table 39).
Due Date	January 2017
TCA Assessment	Update 3/21/18 – System available for implementation. Not observed in use. Training status questionable. IT monitor recommends confirmation. PRPB requested 12-month extension, Docket 775.
Recommendations	
TCA Rating	Timeframe was met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan.

Activity XIII.IV.1.10

XIII. IV.1.10 Table 44	1.10 Create a Virtual Library on the PRPB website where all current policies and procedures, and the different forms will be published and indexed in a way that PRPB employees can easily access them and that the general public may also access them, as long as they do not contain confidential information. This activity is included in the Policies and Procedures Action Plan . (Table 44)
Due Date	6 months after the approval of the Administrative Order creating the Virtual Library of the PRPB.
TCA Assessment	Pending finalization all policies before implemented. Agreement between Reforma, TCA and DOJ. PRPB requested 12-month extension, Docket 775.
Recommendations	
TCA Rating	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Activity XIII.IV.1.10

XIII.IV.1.11 Table 45	1.11 Create a section in the PRPB Virtual Library where people in the community can submit comments about the policies and procedures signed by the Superintendent, to be analyzed by the Policy and Procedure Section attached to the Office of Reform, and incorporate them during the annual review, as applicable. This activity is included in the Policies and Procedures Action Plan . (Table 45)
Due Date	3 months after the approval of the Administrative Order creating the PRPB Virtual Library.
TCA Assessment	Pending finalization all policies before implemented. Agreement between Reforma, PRPB requested 12-month extension, Docket 775.
Recommendations	
Compliance	Timeframe was not met The Commonwealth of Puerto Rico is in non-compliance with this detailed step of the Action Plan

Section V. Self Assessment Objectives

Activity XIII.V

<p>XIII.V, Table 46</p>	<p>1. To make sure that services have been provided in an equitable, respectful, and unbiased manner, guarantee that PRPB personnel are being trained in accordance with the policies, procedures, and approved training materials, and know whether or not the community's trust in the PRPB has increased and whether solid relationships have been developed with the community, various self-assessment mechanisms will be adopted to measure the level of compliance with the Agreement for the Sustainable Reform of the PRPB and to identify the aspects that need to be corrected and improved.</p> <p>Activities:</p> <p>1.1 The PRPB, through the Office of Reform, will use various data collection strategies and will conduct periodic, specific, and random monitoring of the different activities, operations, services, investigations, training courses, among others provided by the PRPB, starting with Zones of Excellence and gradually continuing through all thirteen (13) Police Areas and Offices of Assistant Superintendents, such as: (Table 46)</p> <ol style="list-style-type: none"> Review all components of information and technology systems infrastructure in functional and operational terms, at the General Headquarters and throughout the entire PRPB. Inspect the use and handling of the information systems implemented throughout the PRPB. Pay random visits to the PRPB units and divisions to evaluate their information and technology systems needs for the implementation of the Agreement. Corroborate the correct use of the electronic forms developed for the information systems established in the action plans of the different Compliance Areas. Conduct preventive inspections of computer and electronic
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	<p>equipment to identify potential flaws or breakdowns that could affect the safety of MPRPBs in operational and field activities.</p> <p>f. Review the distribution of documents, data, and information in the PRPB website to ensure that they are always updated and available for citizens, entities, and agency employees.</p> <p>g. Evaluate the safety of the data and information distributed in the information systems developed or acquired by the PRPB.</p> <p>h. Review the hardware and software inventory, use licenses of service providers, information systems, and any other technology related to the technological infrastructure of the PRPB.</p>
Due Date	NA
TCA Assessment	Continue monitoring. PRPB requested 12-month extension, Docket 775.
Recommendations	
Compliance	<p>Timeframe was met</p> <p>The Commonwealth of Puerto Rico is in partial compliance with this detailed step of the Action Plan</p>